

Ricochet Productions Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Scott Immergut, Executive Director / CEO** (\$63,000) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

Benchmarked executive: Scott Immergut — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A34).

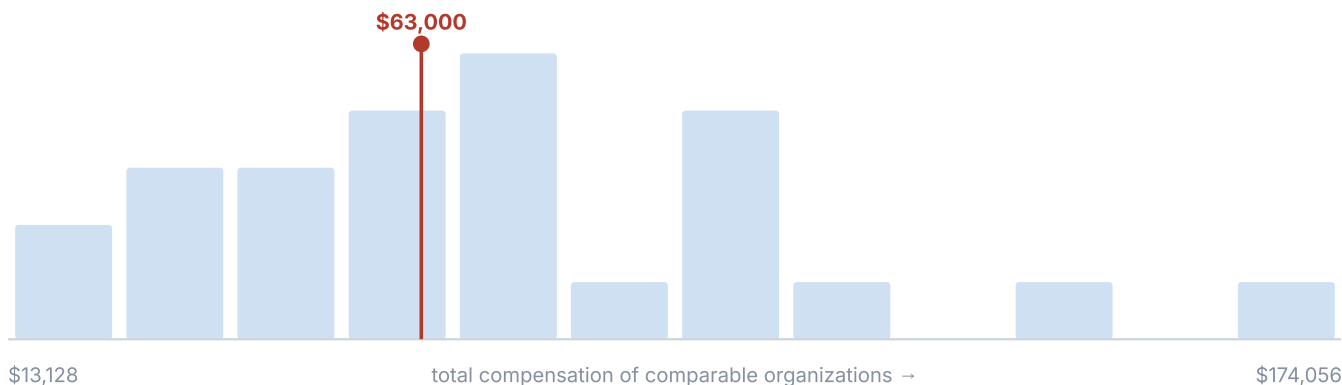
BUDGET Total revenue between \$245,410 and \$549,426 — 0.67x to 1.50x the subject's \$366,284 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A34), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography

→ **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$36,406	\$44,154	\$68,790	\$95,996	\$109,730	\$63,000
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to CA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Voicecorps Reading Services Inc	OH	\$373,016	Executive Di	\$54,474	\$68,790	2023
Gallup Public Radio Inc	NM	\$345,431	Station Mana	\$78,129	\$97,316	2024
Skeptoid Media Inc	OR	\$343,012	Executive Di	\$107,100	\$115,181	2024
Gospel Opportunities Inc	MI	\$392,127	Manager/boar	\$61,175	\$73,124	2024
World Music Productions	NY	\$336,580	Executive Dir.	\$21,000	\$21,976	2024
Sunrise Communications Inc	NE	\$332,983	General Mana	\$57,348	\$71,431	2024
El Buen Samaritano Radio Ministry	CA	\$404,005	Ceo	\$35,750	\$35,750	2024
International Media Project	CA	\$325,761	Executive Director	\$101,554	\$101,554	2024
Kekahu Foundation Inc Dbk Kkr	HI	\$320,448	General Manager	\$37,778	\$39,169	2024
Bloomington Community Radio Inc	IN	\$416,944	General Manager	\$50,721	\$61,943	2024
Harvest Broadcasting Company Inc	CA	\$312,976	Member At Large	\$37,389	\$37,389	2024
Christian Media Inc	NE	\$300,084	General Director	\$49,044	\$62,893	2023
J C Maxwell Broadcasting Corporatio	MS	\$294,860	General Manager	\$33,251	\$44,154	2023
Quad Cities Community Broadcasting Group	IL	\$447,933	President	\$65,745	\$74,852	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Radio For The Blind & Print Handicapped	LA	\$271,454	Executive Dir.	\$47,500	\$60,572	2024
Renewal Ministries	TN	\$461,326	President	\$63,000	\$76,690	2024
Mje Broadcasting Inc	TN	\$264,501	President	\$142,986	\$174,056	2024
Wayword Inc	CA	\$263,967	Ceo/officer	\$54,436	\$54,436	2024
Kfug Community Radio Inc	CA	\$250,385	Board Member	\$40,640	\$40,640	2024
Foundation To Advance Jazz	CA	\$489,131	Executive Director Chief Content Officer	\$98,000	\$100,895	2023
Central Dakota Enterprises Inc	ND	\$507,039	Station Manager	\$113,542	\$140,578	2025
The Kitchen Sisters Productions	CA	\$507,894	Co-executive	\$84,117	\$84,117	2024
Global Pediatric Alliance	CA	\$518,815	Executive Director	\$93,242	\$95,996	2023
Lakota Communications Inc	SD	\$519,975	Executive Di	\$38,112	\$48,711	2024
Korean Christian Broadcasting System	IL	\$520,912	President	\$11,200	\$13,128	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to CA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT 25 organizations. Compensation range \$13,128–\$174,056; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$366,284); for reference, expenses \$411,921 and assets \$22,199.

ROLE MATCH Scott Immergut, reported title "*PRESIDENT/CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	48 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	48 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Scott Immergut) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 25 similarly situated organizations (Same NTEE sector (A34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,000 is reasonable (approximately the 48th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.