

Silicon Valley Security Group

Executive Director / CEO

EIN 932812947
 CA · NTEE P20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ricardo Segovia, Executive Director / CEO** (\$5,330) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

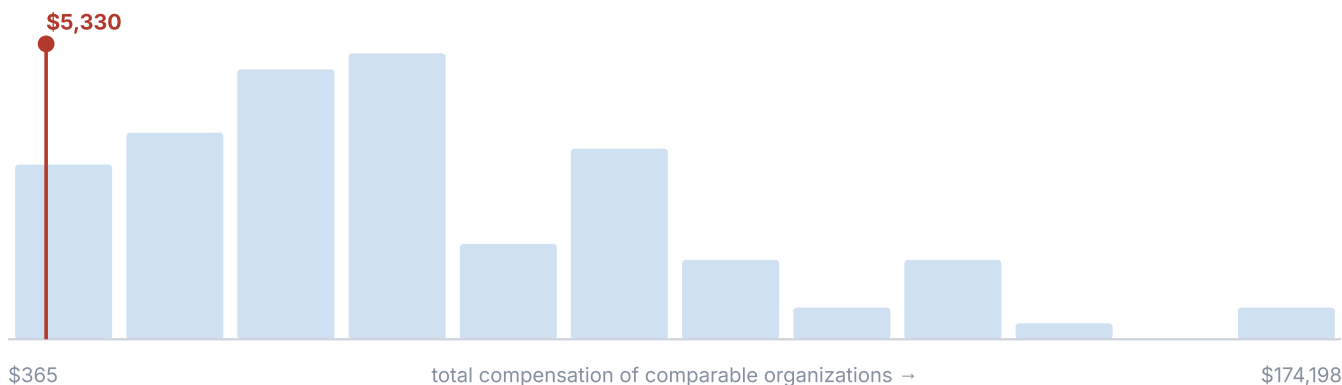
Benchmarked executive: Ricardo Segovia — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$155,551 and \$348,249 — 0.67x to 1.50x the subject's \$232,166 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

92 organizations qualified on sector, size, and geography → **92** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,959	\$28,390	\$46,783	\$77,407	\$106,922	\$5,330
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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
13thtribeorg	CA	\$232,203	President	\$75,000	\$77,215	2023
Ishimwe Center	CA	\$231,617	President & Ceo	\$21,888	\$22,535	2023
Parentzwork	CA	\$233,497	Ceo	\$32,400	\$31,565	2025
Hopester Inc	CA	\$230,347	Ceo	\$109,704	\$109,704	2024
Volunteer Collective	CA	\$230,316	Executive Dir.	\$83,866	\$83,866	2024
Kurtzman Family Foundation	CA	\$234,417	Assistant Secretary	\$35,872	\$36,932	2023
Alliance For Fertility Preservation Inc	CA	\$229,482	Executive Director	\$84,393	\$84,393	2024
Unearth And Empower Communitie	CA	\$229,263	Co Exec Direct	\$17,083	\$17,588	2023
Oracles Of Truth	CA	\$235,446	Secretary	\$71,000	\$73,097	2023
Partners For Change Tri-valley	CA	\$228,302	Executive Director	\$75,827	\$75,827	2024
Hispanic 100 Foundation	CA	\$227,831	Executive Director	\$124,136	\$124,136	2024
Bridging Tech Charitable Fund	CA	\$227,625	Executive Director Until March 2024	\$30,000	\$30,000	2024
Quilting For Community	CA	\$224,325	President	\$30,000	\$30,000	2024
Peacemakers International	CA	\$223,816	President & Ceo	\$5,000	\$5,000	2024
National Network For District Authorizing	CA	\$242,318	Executive Director	\$174,198	\$174,198	2024
Love Thy Nerd Inc	CA	\$221,842	Ceo	\$53,078	\$54,646	2023
Pampa	CA	\$220,618	Director	\$80,047	\$77,984	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rock N Our Disabilities Foundation	CA	\$244,484	Foudner/ceo	\$16,335	\$16,817	2023
Coaches Of Influence	CA	\$245,135	Ceo	\$49,777	\$49,777	2024
Options United	CA	\$218,363	President	\$107,561	\$107,561	2024
Wings Homeless Advocacy	CA	\$217,974	Executive Di	\$45,000	\$46,329	2023
Courageous Conversation	CA	\$217,734	Executive Director	\$130,000	\$126,649	2025
Narrow Door	CA	\$248,104	President, Director	\$65,658	\$65,658	2024
Serve Reedley Inc	CA	\$248,211	Program Director	\$51,787	\$53,317	2023
Black Everywhere	CA	\$216,079	President / Executive Director	\$24,463	\$24,463	2024

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	92 organizations. Compensation range \$365–\$174,198; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$232,166); for reference, expenses \$102,972 and assets \$173,069. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Ricardo Segovia, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 peers 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	7 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 (Ricardo Segovia) 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 92 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,330 is reasonable (approximately the 7th 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.