

Pediatric Research Of Los Angeles

Executive Director / CEO

EIN 954715596

CA · NTEE E05

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nicole Watchi, Executive Director / CEO** (\$3,500) against **every comparable organization** that fit the selection criteria — **60** 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: Nicole Watchi — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E05).

BUDGET Total revenue between \$19,049 and \$42,648 — 0.67x to 1.50x the subject's \$28,432 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography

→ **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,223

\$17,935

\$27,996

\$61,371

\$124,019

\$3,500



■ 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 |
|---|-------|----------|---------------------------|-----------------|------------------|------|
| Ultimate Gift Of Life Foundation | TX | \$28,572 | Executive Di | \$22,420 | \$25,972 | 2024 |
| Washington State Pharmacy Foundation | WA | \$28,936 | Executive Director | \$185,504 | \$192,337 | 2024 |
| Operation Walk Of Virginia Inc | VA | \$27,823 | Treasurer | \$12,000 | \$13,418 | 2024 |
| Astria Sunnyside Foundation | WA | \$29,190 | Ceo | \$57,034 | \$60,882 | 2023 |
| Adipsy | VA | \$29,291 | Ceo & Founde | \$65,140 | \$72,838 | 2024 |
| Us Blood Donors Org | CA | \$29,830 | President & Ceo | \$9,000 | \$9,000 | 2024 |
| Outreach Therapy | PA | \$30,000 | Director | \$54,410 | \$62,837 | 2024 |
| Wesley At Home Inc | NY | \$30,000 | Ceo | \$17,200 | \$17,999 | 2024 |
| Uab Medical West Contingent Liability | AL | \$30,003 | Ceo | \$100,604 | \$122,623 | 2025 |
| Building Health Inc | KS | \$30,317 | Chief Executive Officer | \$22,198 | \$27,772 | 2024 |
| Seattle-king County Dental | WA | \$30,591 | Executive Di | \$2,405 | \$2,494 | 2024 |
| Center For Nursing And Rehabilitation | NY | \$25,000 | President/ceo | \$47,155 | \$50,804 | 2023 |
| Assabet Valley Ipa Inc | MA | \$24,911 | President/treasurer/clerk | \$4,950 | \$5,303 | 2023 |
| Anvk Inc | WI | \$24,792 | Interim Ceo | \$28,094 | \$33,978 | 2024 |
| Community Medical Center Foundation | NE | \$32,304 | Director | \$57,178 | \$71,220 | 2024 |
| Marillac Qalicb Inc | CO | \$24,471 | President | \$31,323 | \$34,783 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|----------|---------------------------------|-----------------|------------------|------|
| Northland Foundation Inc | WI | \$24,262 | Ceo | \$23,333 | \$28,220 | 2024 |
| Mission Hospital Foundation | TX | \$24,119 | Ceo (Regional)/ Board Secretary | \$19,767 | \$23,575 | 2023 |
| Hshs Wisconsin Medical Group Inc | IL | \$32,821 | Ceo Med Group (Until 8/1/22) | \$21,051 | \$24,675 | 2023 |
| Community Health Partners Inc | NC | \$32,954 | Executive Dir. | \$30,000 | \$35,898 | 2024 |
| Climate Health And Research Network | ME | \$23,561 | President | \$22,776 | \$26,412 | 2024 |
| The Perryridge Corporation | CT | \$23,544 | Director, President & Sec | \$370,755 | \$402,575 | 2024 |
| Washington Dental Service Fund | WA | \$23,429 | President/ceo Arcora Foundation | \$83,503 | \$89,135 | 2023 |
| Northern Michigan Medical Management | MI | \$23,333 | Chairman & President/ceo | \$33,953 | \$40,585 | 2024 |
| Makenna Foundation Inc | KY | \$33,818 | Executive Director | \$17,668 | \$22,632 | 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 **60** organizations. Compensation range \$44–\$433,209; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$28,432); for reference, expenses \$19,699 and assets \$969,040.

ROLE MATCH Nicole Watchi, reported title "*SECRETARY*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 34 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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 | 63 rd |
| All sources (D + E + F), adjusted | 5 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 (Nicole Watchi) 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 60 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,500 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.