

Hispanic Heritage Scholarship Fund Inc

Executive Director / CEO

EIN 010807279

FL · NTEE B82

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Carolyn Requiz Smith, Executive Director / CEO** (\$95,000) against **every comparable organization** that fit the selection criteria — **206** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

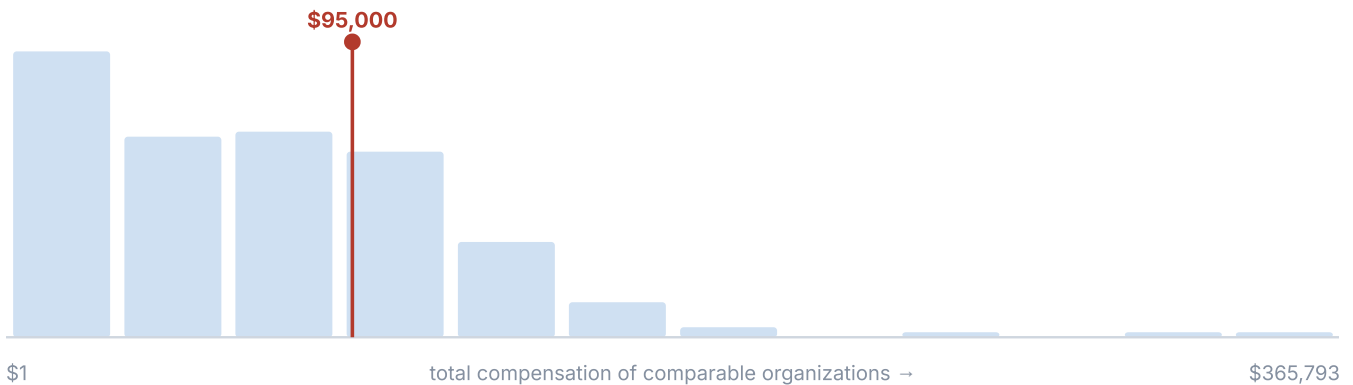
Benchmarked executive: Carolyn Requiz Smith — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$319,471 and \$715,234 — 0.67x to 1.50x the subject's \$476,823 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

206 organizations qualified on sector, size, and geography → **206** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,582	\$27,750	\$63,846	\$102,493	\$137,638	\$95,000
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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 FL 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
Warren Alvarado Oslo Public School Education Foundation	MN	\$475,891	Chairman	\$1,200	\$1,299	2023
The Adirondack Scholar Found Inc	NY	\$475,721	Executive Di	\$19,375	\$18,637	2024
Educational Foundation Of The Southeast Texas	TX	\$474,724	Executive Director	\$137,774	\$151,037	2023
Great Sso Inc	GA	\$479,813	President	\$35,500	\$39,119	2023
South Central Section Pga Foundation	OK	\$479,970	Executive Director	\$25,405	\$29,778	2024
Black In Ai	CA	\$480,536	Ceo	\$197,918	\$181,923	2024
Usa Patriots Veteran Athletics	FL	\$473,066	Executive Director	\$125,000	\$125,000	2024
Ohio Restaurant Association Education	OH	\$480,705	Executive Director	\$94,328	\$109,491	2023
Secu Md Foundation Inc	MD	\$471,662	Executive Director	\$98,996	\$98,520	2024
Natural Refrigeration Foundation	VA	\$482,152	liar President	\$365,313	\$365,793	2025
Gccs Educational Foundation	IN	\$470,769	Executive Director	\$83,612	\$91,440	2025
Imagine Scholar Inc	WA	\$482,994	Executive Dir.	\$97,402	\$92,828	2024
Hyde Park Institute	IL	\$483,854	Trustee/dire	\$148,332	\$155,231	2024
The Douglas And Frances Lanier Foundation Inc	MS	\$486,469	President	\$15,750	\$18,673	2024
Nevada Broadcasters Foundation	NV	\$465,663	Executive Di	\$22,815	\$24,344	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
222 Foundation	IL	\$488,843	Executive Director	\$110,250	\$118,785	2023
Scholarship Fund For Rainier Scholars	WA	\$462,794	Director Of Finance And Operations	\$132,403	\$126,185	2024
Ndoto	TX	\$461,884	Executive Director	\$69,290	\$73,781	2024
Kiwanis Club Of Bradenton Foundation	FL	\$492,276	Executive Director	\$19,454	\$19,454	2024
Center For Advancing Community	RI	\$492,491	Executive Director	\$134,616	\$137,404	2024
Michigan Association Of Broadcasters	MI	\$460,934	President/ceo (Ended 4/24)	\$10,779	\$11,843	2024
Bright Choice Foundation	TX	\$492,742	Ceo	\$62,083	\$68,060	2023
National Hook-up Of Black Womenjoliet Chapter	IL	\$494,813	President	\$48,327	\$50,575	2024
The Heal Los Angeles Foundation	CA	\$456,566	President & Director	\$110,000	\$101,110	2024
Wausau School Foundation Inc	WI	\$456,005	Executive Di	\$18,750	\$21,460	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 206 organizations. Compensation range \$1–\$365,793; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$476,823); for reference, expenses \$437,667 and assets \$1,326,749.

ROLE MATCH	Carolyn Requiz Smith, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	68th
Total compensation (D + F), as reported (no adjustments)	71st
Reportable pay only (column D), adjusted	72nd
All sources (D + E + F), adjusted	50th

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 (Carolyn Requiz Smith) 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 10, 2026, comparing compensation against 206 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,000 is reasonable (approximately the 68th 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 10, 2026.