

Lewis H Latimer Fund Inc

Executive Director / CEO

EIN 112983131

NY · NTEE Z99

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Ran Yan, Executive Director / CEO** (\$85,539) against **every comparable organization** that fit the selection criteria — **221** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 61st percentile of comparable organizations

within the typical range

Benchmarked executive: Ran Yan — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99).
BUDGET	Total revenue between \$317,296 and \$710,365 — 0.67x to 1.50x the subject's \$473,577 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

221 organizations qualified on sector, size, and geography → **221** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,530	\$45,300	\$71,002	\$100,587	\$136,948	\$85,539
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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 NY 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
Seg Advanced Modeling Corporation	OK	\$473,998	Secretary	\$23,143	\$29,035	2023
Central Mediation Center	NE	\$471,494	Executive Di	\$93,403	\$111,174	2024
The Thirteen	DC	\$475,693	Artistic Director	\$45,500	\$45,491	2023
Change Is Possible (Chips) Inc	TN	\$478,786	Executive Di	\$88,219	\$99,975	2025
The June L Mazer Lesbian Archives	CA	\$467,980	Director	\$32,880	\$31,420	2024
Palmtrail Inc	FL	\$466,887	Ceo	\$10,000	\$10,396	2024
1807 Clinton Housing Development Fund	NY	\$480,465	President/ceo	\$50,896	\$52,399	2023
Fear For Breakfast	CA	\$466,639	Executive Director	\$67,835	\$64,823	2024
Hawaii Children's Cancer Foundation	HI	\$465,340	Executive Director	\$85,448	\$87,162	2023
On-ramps To Careers Inc	DC	\$464,875	Managing Director	\$100,117	\$97,226	2024
Steuben Community Properties Inc	NY	\$463,904	Executive Director	\$25,894	\$25,894	2024
Team Yakima Volleyball	WA	\$461,073	Executive Director	\$76,928	\$76,220	2024
Friends Of The Sharon Art Studio	CA	\$459,628	Executive Dir.	\$89,958	\$85,963	2024
Bay Area Bike Project	CA	\$458,203	Board Member	\$25,250	\$24,842	2023
Seeds Of Learning	CA	\$457,240	Executive Dir.	\$94,825	\$90,614	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Indian Dispute Resolution Services Inc	CA	\$490,098	Executive Dir.	\$118,429	\$116,513	2023
Highline Heritage Museum	WA	\$456,861	Executive Director	\$77,956	\$77,238	2024
Charles Crest li Corporation	CO	\$490,823	Director	\$37,575	\$39,872	2024
Lundberg Association	WA	\$454,786	President	\$535,028	\$530,101	2024
Silver Impact Inc	FL	\$454,495	Executive Di	\$70,000	\$72,773	2024
Forest Service Employees For	OR	\$454,119	Executive Di	\$146,820	\$150,887	2024
Global Enteral Device Supplier	GA	\$453,349	Executive Director	\$188,087	\$209,288	2024
Iowa Credit Union Foundation	IA	\$494,711	Executive Director	\$94,952	\$118,453	2023
San Francisco Interfaith Council	CA	\$498,656	Executive Direc	\$180,872	\$172,840	2024
Project Fit America	CA	\$499,390	Executive Dir.	\$14,400	\$13,761	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 221 organizations. Compensation range \$857–\$530,101; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$473,577); for reference, expenses \$732,887 and assets \$1,248,840. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Ran Yan, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	61st
Total compensation (D + F), as reported (no adjustments)	66th
Reportable pay only (column D), adjusted	67th
All sources (D + E + F), adjusted	51st

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 (Ran Yan) 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 221 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,539 is reasonable (approximately the 61st 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.