

International Sejong Soloists Inc

Executive Director / CEO

EIN 134015123

NY · NTEE A6C0

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kyung Kang, Executive Director / CEO** (\$10,417) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Kyung Kang — 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 (A6C0).

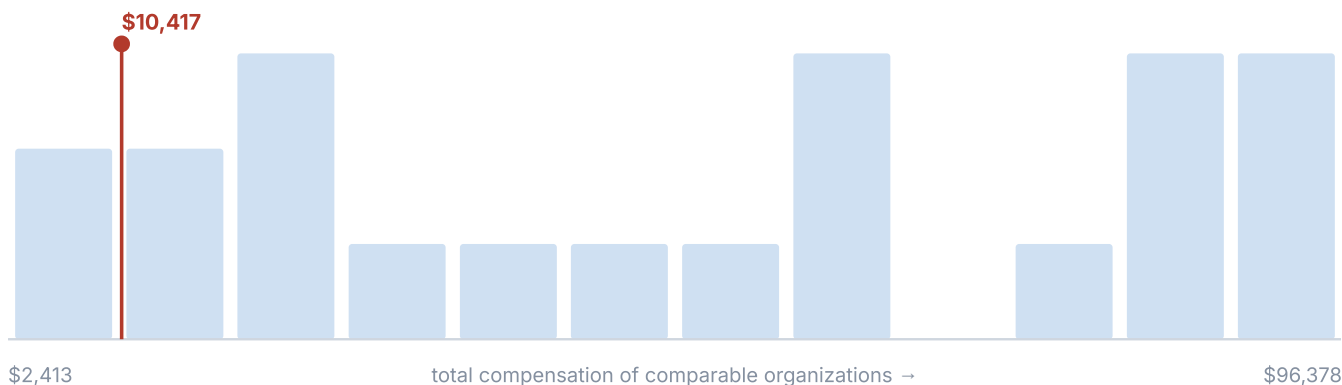
BUDGET Total revenue between \$316,310 and \$708,157 — 0.67x to 1.50x the subject's \$472,105 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A6C), nationwide + budget 0.67–1.5x revenue.

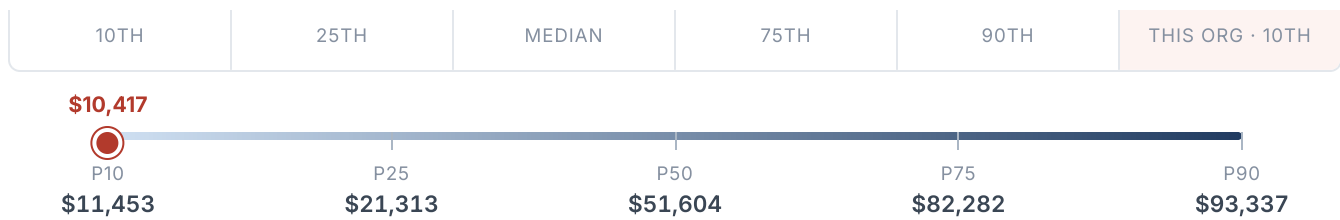
21 organizations qualified on sector, size, and geography

→ **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,453	\$21,313	\$51,604	\$82,282	\$93,337	\$10,417
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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
Walnut Creek Concert Band	CA	\$483,135	Treasurer	\$2,600	\$2,413	2024
Project Music Heals Us Inc	CT	\$483,164	Executive Director	\$11,364	\$11,453	2024
Playback Memphis Inc	TN	\$438,456	Executive Director	\$85,300	\$96,378	2024
Peridance Ensemble Ltd The	NY	\$516,224	Acting President	\$19,994	\$19,994	2023
Chamber Music Unbound	CA	\$426,356	Education Director	\$103,220	\$93,337	2025
Metropolis Ensemble Inc	NY	\$518,271	Artistic Direct	\$83,333	\$83,333	2023
Reno Jazz Orchestra	NV	\$425,240	Executive Di	\$33,900	\$35,585	2025
45th Parallel	OR	\$404,538	Executive Dir.	\$3,322	\$3,231	2025
Chapparells Baton & Drum Corps Inc	OH	\$402,428	President	\$18,720	\$21,313	2024
Musical Instruments N Kids Hands	CA	\$385,911	President	\$17,490	\$16,234	2024
Talea Ensemble Inc	NY	\$561,702	Executive Director	\$34,500	\$32,646	2025
Eighth Blackbird Performing Arts	IL	\$564,953	Executive Dir.	\$89,250	\$94,315	2024
Akropolis Quintet Inc	MI	\$358,605	Executive Di	\$52,000	\$57,693	2024
Cleveland Jazz Orchestra	OH	\$351,397	Executive Di	\$55,000	\$62,617	2024
Piedmont Wind Symphony	NC	\$346,466	Executive Di	\$40,520	\$43,844	2025
We Always Swing Inc	MO	\$335,970	Exec. Director	\$70,200	\$82,282	2023
Israeli Chamber Project Inc	NY	\$332,660	Vice President	\$80,025	\$77,729	2024
Groove Inc	SD	\$328,225	Executive Director	\$43,500	\$51,604	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Vigil Project Inc	LA	\$327,253	Director	\$71,854	\$85,048	2024
Waynesboro Symphony Orchestra Inc	VA	\$317,966	Music Direct	\$23,846	\$24,749	2024
Arizona Friends Of Chamber Music	AZ	\$635,085	Director Of Operations	\$62,500	\$64,610	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 2023 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	21 organizations. Compensation range \$2,413–\$96,378; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$472,105); for reference, expenses \$509,996 and assets \$18,009.
ROLE MATCH	Kyung Kang, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	10 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 (Kyung Kang) 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 21 similarly situated organizations (Same NTEE sector (A6C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,417 is reasonable (approximately the 10th 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.