

Harvard Business School Association Of

Executive Director / CEO

EIN 237184723
 CA · NTEE B84
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Maya Krish, Executive Director / CEO** (\$77,911) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

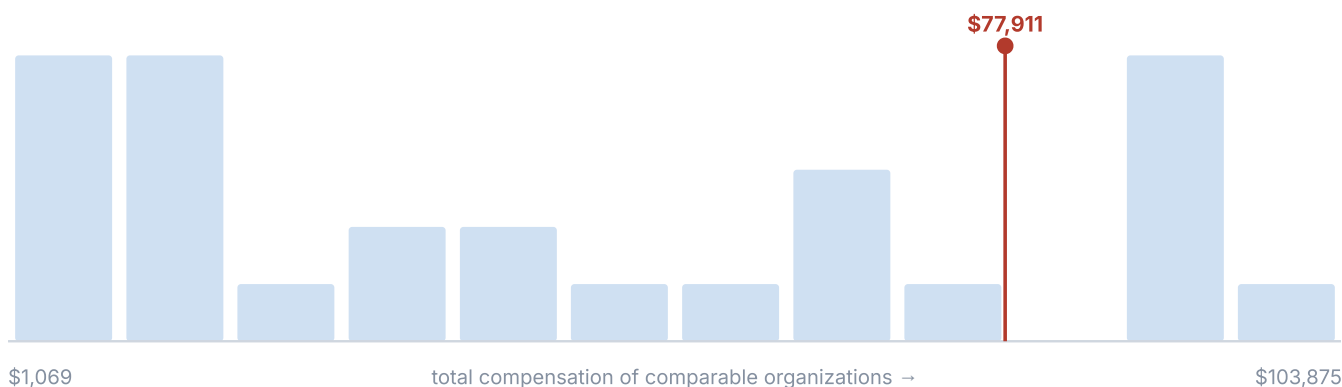
Benchmarked executive: Maya Krish — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B84).
BUDGET	Total revenue between \$211,218 and \$472,878 — 0.67x to 1.50x the subject's \$315,252 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B84), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,272	\$15,246	\$40,660	\$69,731	\$90,550	\$77,911
---------	----------	----------	----------	----------	-----------------



● 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
District Alpha Of The Clemson	SC	\$318,633	Executive Director	\$9,284	\$11,548	2023
Steven's High School Alumni Association	NH	\$296,726	Secretary	\$1,000	\$1,069	2024
Slippery Rock University Alumni	PA	\$290,650	Director Of Alumni Engagem	\$38,518	\$43,337	2025
Salem Education Foundation	VA	\$287,998	Director & Secretary	\$6,000	\$6,907	2023
Leo Foundation	AZ	\$287,149	Ceo	\$76,000	\$87,145	2023
Fontainebleau Associations	NJ	\$285,721	Secretary	\$15,000	\$15,510	2024
University Of Virginia Law School Alumni	VA	\$274,517	Assistant Secretary-treasu	\$35,320	\$40,660	2023
Oswego Alumni Association Inc	NY	\$272,535	Executive Director/ex Offi	\$96,414	\$103,875	2023
George Mason University Alumni	VA	\$358,100	Executive Director	\$48,888	\$54,665	2024
Girard College Alumni Association	PA	\$267,792	Director	\$57,966	\$68,920	2023
Peoria High School Alumni Association	IL	\$368,427	Office Administrator	\$8,161	\$9,291	2024
Alumni Association Of The State	NY	\$257,682	Interim Dir., Alumni Operations	\$1,363	\$1,468	2023
Swapa Scholarship Fund	TX	\$252,688	Executive Director	\$82,069	\$95,072	2024
Bowling Green State University Alumni	OH	\$378,013	President, Bgsu Foundation	\$71,033	\$89,701	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
206 Universal DbA 206 Zulu	WA	\$383,172	Co-director	\$64,350	\$68,691	2023
Alumni Association Of Emporia State	KS	\$393,316	Alumni Relations	\$70,133	\$90,336	2023
Universidad Simon Bolivar Alumni Association Of America Inc	MA	\$233,278	Executive Manager Consultant	\$4,965	\$5,320	2023
University Of Nebraska At Omaha Alumni	NE	\$397,884	Exec. Dir. (Non-voting)	\$14,057	\$17,509	2024
Novo Collegian Alliance	FL	\$231,337	Coordinator	\$13,376	\$14,982	2023
Uc Santa Cruz Alumni Association	CA	\$225,341	Executive Dir.	\$19,314	\$19,314	2024
Sigma Phi Lambda Inc	TX	\$225,102	Co Executive	\$29,969	\$34,717	2024
Lauder Institute Alumni Association Inc	NY	\$405,660	Executive Director	\$48,000	\$50,230	2024
The Public Education Partnership	FL	\$223,421	Executive Director/staff	\$62,981	\$70,542	2023
University Of California Santa	CA	\$220,983	Executive Director	\$29,185	\$30,047	2023
Hunter College High School	NY	\$415,681	Executive Di	\$64,404	\$67,397	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 **27** organizations. Compensation range \$1,069–\$103,875; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$315,252); for reference, expenses \$366,562 and assets \$667,312.
ROLE MATCH	Maya Krish, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	78 th
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	52 nd

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 (Maya Krish) 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 27 similarly situated organizations (Same NTEE sector (B84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,911 is reasonable (approximately the 78th 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.