

The Jack Kent Oral & Maxillofacial

Executive Director / CEO

EIN 260706702

LA · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Wesley Emison Dds Md, Executive Director / CEO** (\$1,500) against **every comparable organization** that fit the selection criteria — **442** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: John Wesley Emison Dds Md — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B90).

BUDGET Total revenue between \$199,009 and \$445,543 — 0.67x to 1.50x the subject's \$297,029 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

442 organizations qualified on sector, size, and geography → **442** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,939

\$28,651

\$50,576

\$69,638

\$95,981

\$1,500



● 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 LA 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
Miami Beach Education Foundation Inc	FL	\$296,822	Former President/ceo	\$2,164	\$1,846	2024
College Bound	AZ	\$296,700	Ceo	\$800	\$680	2025
Love House Learning Academy	SC	\$297,717	Director	\$48,245	\$52,911	2021
Niatx Foundation Inc	WI	\$296,267	Executive Director	\$32,300	\$30,635	2024
Altura Credit Union Foundation	CA	\$296,086	Ceo	\$40,924	\$33,040	2023
Give Back Yoga Foundation	CO	\$298,347	Executive Di	\$25,000	\$21,770	2024
Engaged Detroit	MI	\$298,900	President	\$22,500	\$21,714	2023
Women In Innovation Inc	NY	\$299,293	Ceo	\$105,600	\$86,659	2024
Wisecamps	WA	\$294,422	Executive Dir.	\$66,000	\$53,663	2024
Ima Research Foundation Inc	NJ	\$300,350	Former Secretary/treasurer	\$49,252	\$39,935	2024
Lift Eastbrook Afterschool Inc	IN	\$300,697	Executive Director	\$33,375	\$31,963	2024
Cead - Center For Education And Academic Development	CA	\$300,739	President	\$64,500	\$50,580	2024
Central Pennsylvania Classical Education Resource Alliance	PA	\$300,980	Executive Director	\$5,091	\$4,492	2025
The Kaleidoscope Institute	CA	\$301,635	Executive Dir.	\$100,733	\$81,327	2023
Hhn2I Inc	KY	\$292,251	Founder	\$31,437	\$31,579	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Barron County Junior Livestock Show & Sale Committ	WI	\$292,233	Livestock Coordinator	\$2,700	\$2,494	2025
Young Authors Greenhouse Inc	KY	\$292,012	Executive Director	\$63,417	\$63,703	2023
Torus	OR	\$302,372	Board Member	\$1,100	\$1,074	2021
Sc Progressive Network Education Fund	SC	\$291,567	Communications Director	\$72,650	\$68,830	2024
Connecticut Certification Board Inc	CT	\$303,124	Executive Director	\$95,882	\$81,643	2024
Little Stems Educational Services Inc	MO	\$303,623	President	\$13,388	\$12,878	2024
Koinonia Homeschool Support Group	MI	\$290,172	Treasurer	\$21,370	\$19,515	2025
Fan4kids	NJ	\$289,424	Ceo	\$37,400	\$31,221	2023
Homegrown Pathways Inc	CO	\$288,768	Founder And President	\$85,521	\$74,472	2024
Pre-scientist Inc	MA	\$288,539	Ceo & President	\$76,875	\$64,590	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 **442** organizations. Compensation range \$9–\$408,210; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$297,029); for reference, expenses \$186,325 and assets \$1,765,327.
ROLE MATCH	John Wesley Emison Dds Md, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	6 th
All sources (D + E + F), adjusted	1 st

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 (John Wesley Emison Dds Md) 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 442 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,500 is reasonable (approximately the 1st 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.