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Executive Director / CEO

EIN 270807517
 WA · NTEE B84
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kitty Wu, Executive Director / CEO** (\$64,350) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

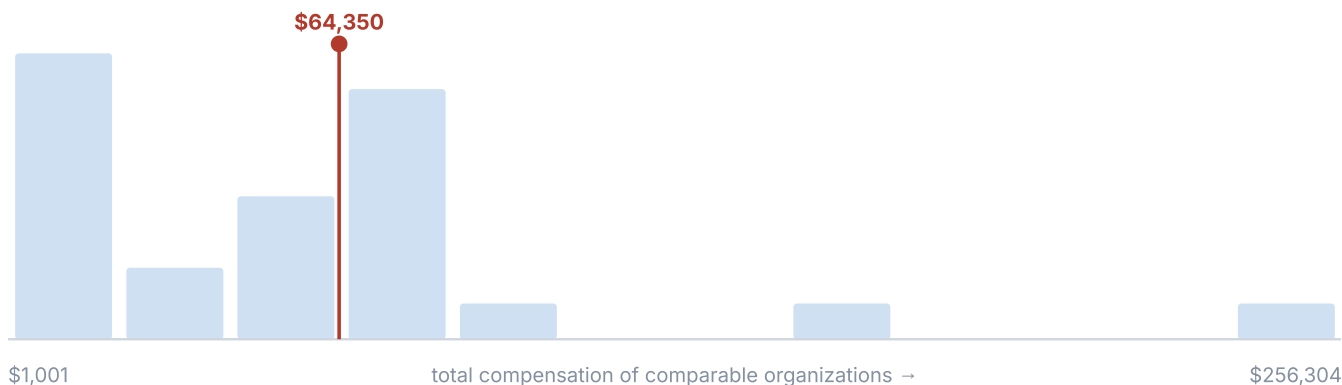
Benchmarked executive: Kitty Wu — reported title “CO-DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B84).
BUDGET	Total revenue between \$256,725 and \$574,758 — 0.67x to 1.50x the subject's \$383,172 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B84), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,141	\$15,935	\$57,174	\$82,237	\$93,655	\$64,350
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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 WA 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
Bowling Green State University Alumni	OH	\$378,013	President, Bgsu Foundation	\$71,033	\$84,033	2023
Alumni Association Of Emporia State	KS	\$393,316	Alumni Relations	\$70,133	\$84,627	2023
University Of Nebraska At Omaha Alumni	NE	\$397,884	Exec. Dir. (Non-voting)	\$14,057	\$16,403	2024
Peoria High School Alumni Association	IL	\$368,427	Office Administrator	\$8,161	\$8,704	2024
Lauder Institute Alumni Association Inc	NY	\$405,660	Executive Director	\$48,000	\$47,056	2024
George Mason University Alumni	VA	\$358,100	Executive Director	\$48,888	\$51,210	2024
Hunter College High School	NY	\$415,681	Executive Di	\$64,404	\$63,137	2024
University Of Arkansas Pine Bluff Ark Am&n Alumni Association	AR	\$441,419	Executive Director	\$13,615	\$16,603	2024
District Alpha Of The Clemson	SC	\$318,633	Executive Director	\$9,284	\$10,818	2023
Harvard Business School Association Of	CA	\$315,252	Executive Dir.	\$77,911	\$72,988	2024
Alpha Sigma Nu Inc	WI	\$463,441	Executive Director	\$75,134	\$85,128	2024
Steven's High School Alumni Association	NH	\$296,726	Secretary	\$1,000	\$1,001	2024
Slippery Rock University Alumni	PA	\$290,650	Director Of Alumni Engagem	\$38,518	\$40,599	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Salem Education Foundation	VA	\$287,998	Director & Secretary	\$6,000	\$6,471	2023
Leo Foundation	AZ	\$287,149	Ceo	\$76,000	\$81,638	2023
University Of Toledo Alumni Association	OH	\$479,751	Executive Director	\$216,655	\$256,304	2023
Fontainebleau Associations	NJ	\$285,721	Secretary	\$15,000	\$14,530	2024
Project Simeon 2000	IL	\$489,862	Ceo	\$160,000	\$170,652	2024
University Of Virginia Law School Alumni	VA	\$274,517	Assistant Secretary-treasu	\$35,320	\$38,091	2023
Oswego Alumni Association Inc	NY	\$272,535	Executive Director/ex Offi	\$96,414	\$97,310	2023
Girard College Alumni Association	PA	\$267,792	Director	\$57,966	\$64,565	2023
The German Club Alumni Foundation Inc	VA	\$501,727	Executive Director	\$66,125	\$71,313	2023
Alumni Association Of The State	NY	\$257,682	Interim Dir., Alumni Operations	\$1,363	\$1,376	2023
Princeton Project 55 Inc	NJ	\$537,740	Current Executive Director (1/1/23 - 6/30/23)	\$70,137	\$69,944	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	24 organizations. Compensation range \$1,001–\$256,304; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$383,172); for reference, expenses \$461,649 and assets \$185,378.
ROLE MATCH	Kitty Wu, reported title "CO-DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	54 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	33 rd

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 (Kitty Wu) 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 24 similarly situated organizations (Same NTEE sector (B84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,350 is reasonable (approximately the 54th 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.