

Lau Health Foundation Inc

Executive Director / CEO

EIN 272049290

NY · NTEE B114

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Dr Michel Mawad, Executive Director / CEO** (\$348,130) against **every comparable organization** that fit the selection criteria — **133** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

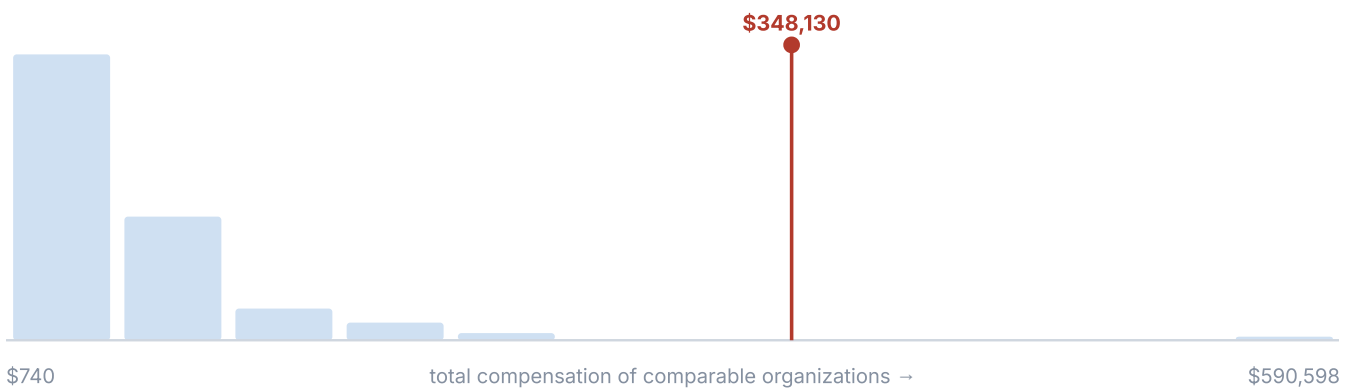
Benchmarked executive: Dr Michel Mawad — reported title “FORMER PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

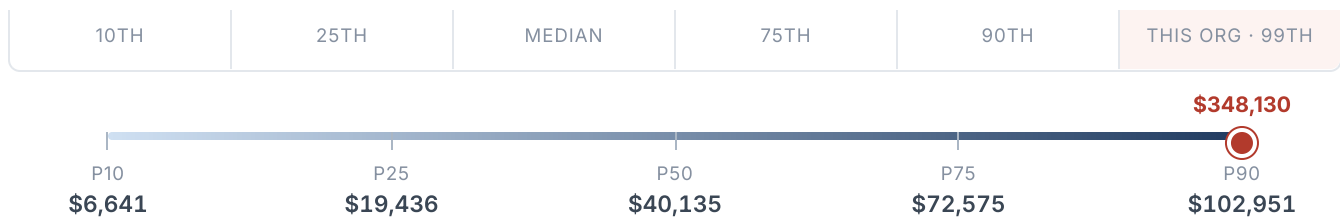
SECTOR	Organizations sharing the subject's NTEE classification (B114).
BUDGET	Total revenue between \$188,154 and \$421,242 — 0.67x to 1.50x the subject's \$280,828 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

133 organizations qualified on sector, size, and geography → **133** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,641	\$19,436	\$40,135	\$72,575	\$102,951	\$348,130
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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
Literacy Volunteers Of Bangor	ME	\$280,275	Executive Dir.	\$50,875	\$56,376	2024
Bloomfield Educational Foundation	NJ	\$278,316	Executive Di	\$32,760	\$31,535	2025
The Columbia Education Foundation	PA	\$278,150	Treasurer	\$6,000	\$6,622	2024
Cocodrilo Development Corporation	NY	\$277,881	Ceo	\$236,798	\$230,694	2025
Wheaton Academy Institute	IL	\$277,752	Executive Director Wai	\$38,341	\$41,714	2024
Foundation For Science And Mathematics	LA	\$284,210	Executive Director	\$51,875	\$65,080	2023
Fund For Ucap	RI	\$285,112	President	\$28,872	\$31,543	2023
Love 4 One Another Charities	MN	\$275,303	Executive Director	\$81,250	\$91,471	2023
Boys Hope Girls Hope Academy Program	OH	\$286,526	Exec.dir.(until 4/16/22)	\$22,806	\$27,521	2023
Chambersburg Area School District	PA	\$288,431	Executive Director	\$7,798	\$8,860	2023
Teaching & Learning Collaborative	OH	\$273,108	Executive Director	\$6,100	\$7,361	2023
Bynum School Endowment Fund Management Inc	TX	\$272,653	Executive Director Bynum School	\$7,325	\$8,109	2024
Rudolph And Florence Nadbath	CA	\$289,684	Trustee	\$25,815	\$24,669	2024
Community Home-school Coop	WA	\$290,070	Director	\$10,450	\$10,660	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Galion City Schools Boosters Club	OH	\$290,242	Vice President	\$2,400	\$2,740	2025
Lampighter Educational Group Inc	FL	\$270,516	Secretary	\$24,445	\$26,164	2023
The Finneytown Schools Educational	OH	\$291,446	Executive Director	\$42,881	\$50,261	2024
Woodbourne Center Charitable Trust	MN	\$269,070	Ceo & President	\$32,642	\$35,694	2024
The Buffalo And Western New York Soccer Boosters	NY	\$293,393	Manetta	\$4,000	\$4,000	2024
Machik Corp	DC	\$293,539	President/ Treasurer	\$69,900	\$67,881	2024
Touro Law Center Development Foundation	NY	\$267,980	President	\$28,129	\$28,960	2023
Bismarck Library Foundation Inc	ND	\$293,692	Exec Dir-pri	\$16,013	\$20,021	2023
Wayland Public Schools Parent	MA	\$267,530	Treasurer	\$5,972	\$6,114	2023
The Bridge-a Joseph Company Inc	TN	\$266,814	Treasurer	\$21,750	\$25,301	2024
Newtown Parent Connection Inc	CT	\$265,273	Executive Director	\$70,000	\$72,633	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	133 organizations. Compensation range \$740–\$590,598; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$280,828); for reference, expenses \$553,011 and assets \$413,243. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dr Michel Mawad, reported title " <i>FORMER PRESIDENT</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	50 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Dr Michel Mawad) 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 133 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$348,130 is reasonable (approximately the 99th 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.