

Exceptional Education Outreach Inc

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Lang Hudepohl, Executive Director / CEO** (\$26,606) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

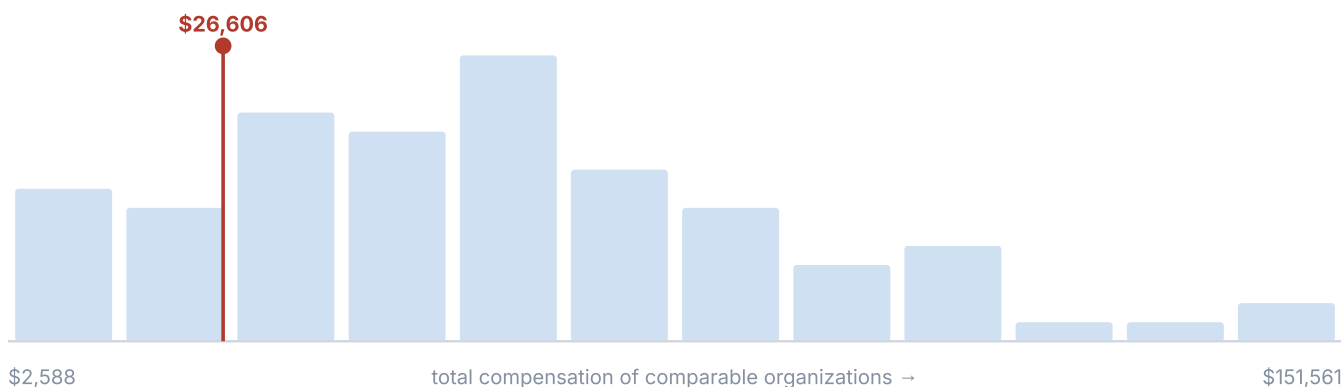
Benchmarked executive: Lang Hudepohl — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B28).
BUDGET	Total revenue between \$269,841 and \$604,123 — 0.67x to 1.50x the subject's \$402,749 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography → **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,042	\$31,802	\$55,696	\$74,679	\$103,840	\$26,606
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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 FL 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
Blazing Stars Montessori School Inc	FL	\$403,928	Officer	\$57,876	\$56,216	2024
Roxbury Roots Montessori Inc	MA	\$404,189	President & Ceo	\$70,705	\$67,634	2023
The Social Engineering Project	CA	\$405,321	Director	\$92,308	\$82,414	2024
Spectrum Of Joy Inc	AZ	\$407,281	President	\$10,854	\$10,515	2025
Clarke County Education Foundation Inc	VA	\$397,863	Executive Dir.	\$40,040	\$39,972	2024
No More Sidelines	MI	\$408,828	Ceo	\$26,000	\$27,747	2024
Snowdrop Montessori School Inc	MA	\$396,087	President	\$60,000	\$55,747	2024
Hope Springs Christian Learning Center Inc	GA	\$413,039	Ceo	\$39,930	\$41,511	2024
The Italian American Club Foundation	MN	\$391,509	President	\$9,000	\$9,195	2024
Huaxia Chinese School At Bergen Inc	NJ	\$390,653	Principal	\$8,713	\$8,043	2024
Alexsander Academy Inc	GA	\$390,034	Executive Di	\$100,130	\$104,096	2024
Mission Empower	PA	\$386,847	Executive Dir.	\$33,877	\$34,930	2024
The Exceptional Way Inc	GA	\$421,142	Executive Di	\$59,908	\$62,281	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Clover Montessori School	PA	\$383,799	Board President, Founding Teacher Leader	\$67,000	\$71,123	2023
New Castle Learning Advantage	CO	\$382,113	Executive Di	\$14,834	\$14,706	2024
Inspiring Minds	ND	\$380,097	President	\$74,778	\$84,848	2024
Azalea Montessori Elementary Nature School	OH	\$378,989	Executive Director	\$60,000	\$65,707	2024
Take Note Studio Inc	WI	\$378,193	Executive Director	\$98,083	\$105,911	2024
Kingsport Christian Academy	TN	\$376,169	Director/administrator	\$25,603	\$27,108	2025
Matthew 19 14	KS	\$432,166	Executive Director	\$44,871	\$51,602	2023
Shenandoah Autism Center	VA	\$436,300	Executive Di	\$69,357	\$69,240	2024
Arizona Spellers Academy	AZ	\$439,070	Ceo	\$13,846	\$13,413	2025
Flor De Loto Montessori Corp	PR	\$364,110	Employee	\$36,321	\$35,279	2024
Westerhoff School Of Music & Art Inc	NJ	\$441,879	Director	\$133,086	\$122,858	2024
New Vision Aviation	CA	\$361,981	President	\$33,040	\$30,370	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	82 organizations. Compensation range \$2,588–\$151,561; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$402,749); for reference, expenses \$309,231 and assets \$568,963.
ROLE MATCH	Lang Hudepohl, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	15 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	15 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 (Lang Hudepohl) 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 13, 2026, comparing compensation against 82 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,606 is reasonable (approximately the 15th 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 13, 2026.