

Medical Staff Of San Gabriel Valley Medical Center

Executive Director / CEO

EIN 320463069
 CA · NTEE S41
 FY ending 2025-03-31
 June 9, 2026

This analysis benchmarks the total compensation of **Su K Lee, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **140** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

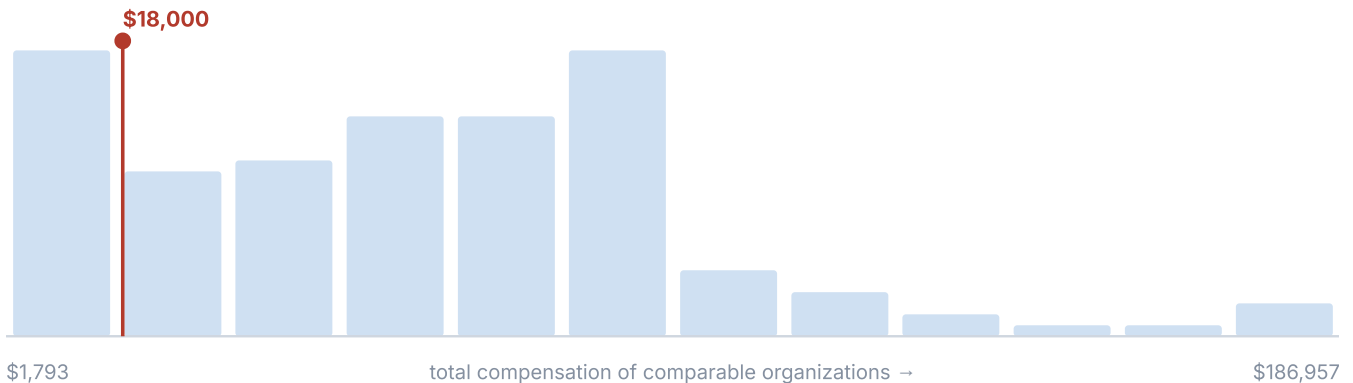
Benchmarked executive: Su K Lee — reported title "PRESIDENT/CHIEF OF STAFF", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$87,695 and \$196,333 — 0.67x to 1.50x the subject's \$130,889 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

140 organizations qualified on sector, size, and geography → **140** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,037 10TH	\$25,372 25TH	\$57,634 MEDIAN	\$80,837 75TH	\$100,142 90TH	\$18,000 THIS ORG · 19TH
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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 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
Web3 Id Coalition Inc	NV	\$131,220	Secretary	\$6,000	\$7,361	2023
Clear Creek County Tourism Bureau Inc	CO	\$131,401	Director	\$73,017	\$83,227	2024
Florida Association Of Children's Hospitals Inc	FL	\$130,318	Executive Director	\$50,000	\$57,485	2023
Union Chamber Of Commerce Inc	LA	\$131,650	President	\$40,719	\$53,298	2024
Rangely Area Chamber Of Commerce	CO	\$131,870	Executive Director	\$30,386	\$34,635	2024
The Production Music Association Inc	CA	\$129,901	Executive Dir.	\$157,663	\$161,835	2024
Commonwealth Business Travel Group Inc	TX	\$128,868	Executive Director	\$40,788	\$49,933	2023
Greater Seminole Area Chamber Of	FL	\$128,163	Executive Di	\$72,600	\$81,073	2024
The Indus Entrepreneurs	OR	\$133,776	Executive Director	\$35,103	\$39,895	2023
The Chamber Of Manitowoc County	WI	\$126,770	President	\$8,910	\$11,062	2024
Minnesota Business Aviation	MN	\$126,704	Executive Di	\$15,500	\$18,206	2024
Chamber Of Commerce Trenton Mo	MO	\$135,222	Past Executive Director	\$51,847	\$67,206	2023
Interior Cabaret Hotel Restaurant &	AK	\$135,245	Sec/treas	\$13,490	\$15,331	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Caseville Chamber Of Commerce	MI	\$126,310	President	\$11,100	\$13,620	2024
Stone Harbor Chamber Of Commerce	NJ	\$126,055	Treasurer	\$16,658	\$17,680	2024
Tennessee Latin American Chamber Of Commerce	TN	\$135,769	Executive Director	\$56,513	\$72,699	2023
Greater Gary Chamber Of Commerce	IN	\$123,822	Ceo	\$66,769	\$83,700	2024
Ripley County Economic Development Corporation	IN	\$138,295	Executive Director	\$75,000	\$94,017	2024
Sauk Centre Area Chamber Of Commerce	MN	\$138,382	President Ceo	\$68,750	\$80,753	2024
The Delaware Small Business Chamber	DE	\$138,736	President	\$36,000	\$41,902	2024
Jamestown S'klallam Tribal Capital	WA	\$122,619	Loan Portfolio Administrative Assistant	\$75,000	\$79,820	2024
Janesville Innovation Inc	WI	\$139,845	Director	\$14,898	\$19,042	2023
Idaho Association Of Nurse Anesthetists	ID	\$121,677	Executive Dir.	\$32,500	\$41,098	2024
Certified Naturally Grown Inc	CO	\$140,318	Secretary And Executive Director	\$44,058	\$50,219	2024
Fentress County Chamber Of Commerce	TN	\$140,491	Executive Director	\$40,596	\$52,223	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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	140 organizations. Compensation range \$1,793–\$186,957; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$130,889); for reference, expenses \$223,864 and assets \$260,851. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Su K Lee, reported title " <i>PRESIDENT/CHIEF OF STAFF</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	19 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	16 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 (Su K Lee) 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 140 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 19th 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.