

Union University Of California

Executive Director / CEO

EIN 330193984
 CA · NTEE B58Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Linh Doan, Executive Director / CEO** (\$18,000) against the **2000** closest of **3,114** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Linh Doan — 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 (B58Z).
BUDGET	Total revenue between \$239,911 and \$537,115 — 0.67x to 1.50x the subject's \$358,077 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

3,114 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$11,651	\$32,517	\$59,226	\$87,625	\$119,022	\$18,000
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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
George Mason University Alumni	VA	\$358,100	Executive Director	\$48,888	\$54,665	2024
Northern California Bible College	CA	\$358,037	President	\$36,000	\$36,000	2024
Hx Chinese School At Plainsboro	NJ	\$358,021	Trustee	\$4,000	\$4,258	2023
The Spring Valley School Inc	FL	\$357,925	Secretary - Director	\$34,235	\$36,285	2025
The Maggie L Walker Governor's School	VA	\$358,293	Executive Director	\$85,000	\$92,595	2025
Manners Of The Heart Inc	LA	\$357,842	Chief Visionary Opfficer	\$60,000	\$76,512	2024
School City Of Mishawaka Education	IN	\$357,736	Executive Di	\$50,360	\$61,503	2024
Iskra Books	WA	\$358,430	Board President	\$9,500	\$9,850	2024
Imaginarium Inc	KS	\$358,444	President	\$56,875	\$73,259	2023
Live Oak Preschool	CA	\$358,451	Executive Dir.	\$75,665	\$73,715	2025
Haytown Road Nursery School	NJ	\$358,488	School Director	\$47,016	\$50,050	2023
Ifees Inc	MD	\$358,493	Secretary	\$195,256	\$217,646	2023
Disability Independence Group Inc	FL	\$357,596	Executive Director	\$101,538	\$113,728	2023
Wild Horses Building Champions Inc	SD	\$358,584	Director	\$18,000	\$23,686	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jewell School	AZ	\$358,641	Officer/trea	\$35,750	\$40,993	2023
Vision 2020 Education Foundation	MN	\$357,509	President/treasurer	\$14,286	\$16,830	2023
Apples To Zucchini Cooking School	CA	\$358,656	Executive Director	\$25,040	\$25,040	2024
Wonderfolk	OR	\$357,451	Executive Director	\$65,000	\$71,969	2023
Spring Hill Center	NH	\$357,304	Program Director	\$49,527	\$52,960	2024
Kids Count In Alachua County	FL	\$358,946	Director	\$55,000	\$59,836	2024
Fort Bend Forward Inc	TX	\$357,207	President And Ceo	\$9,606	\$11,457	2023
American Conference Of Academic Deans	NC	\$358,957	Executive Director	\$109,624	\$131,176	2024
Maine Center Ventures	ME	\$357,196	Ceo (Resigned September 2022)	\$47,244	\$56,403	2023
Yes We Can World Foundation	CA	\$357,183	Chief Executive Officer	\$45,000	\$45,000	2024
Malama Honua Public Charter School	HI	\$359,146	Executive Di	\$20,182	\$20,925	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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 **2000** organizations. Compensation range \$1–\$618,042; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$358,077); for reference, expenses \$390,962 and assets \$512,610.
ROLE MATCH	Linh Doan, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	213 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	61 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	14 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	12 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 (Linh Doan) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 14th 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.