

Plan Pais Inc

Executive Director / CEO

EIN 454207724

CT · NTEE B99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Juan Pio Hernandez, Executive Director / CEO** (\$62,100) against **every comparable organization** that fit the selection criteria — **383** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

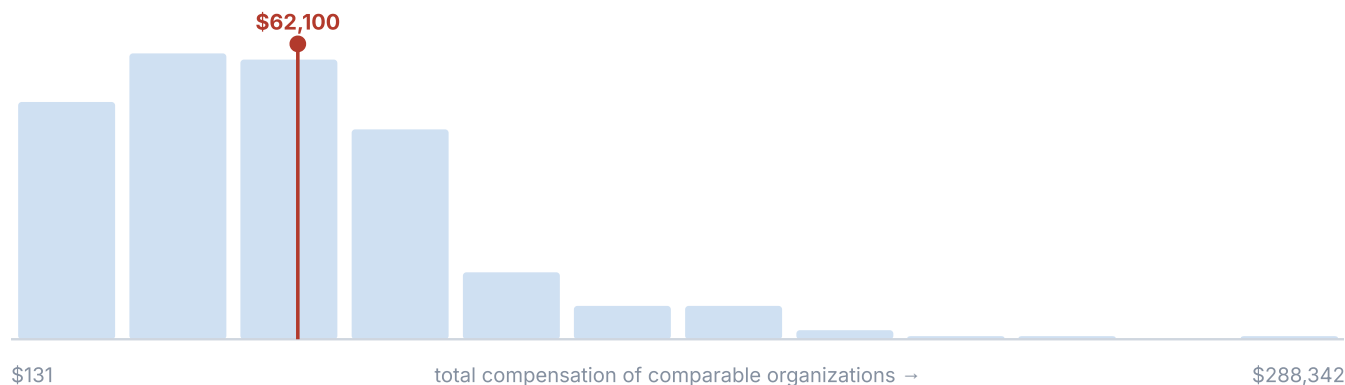
Benchmarked executive: Juan Pio Hernandez — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$170,073 and \$380,761 — 0.67x to 1.50x the subject's \$253,841 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

383 organizations qualified on sector, size, and geography → **383** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,064	\$31,149	\$52,046	\$77,689	\$104,632	\$62,100
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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 CT 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
Nashville Coaching Coalition	TN	\$254,196	Executive Director	\$100,401	\$112,558	2023
Cedar Hall Classical Academy	TX	\$253,308	President	\$7,617	\$7,690	2025
San Diego Writers Ink	CA	\$254,748	Executive Director	\$85,208	\$74,257	2025
Evangelicals For Democracy	VA	\$252,763	President & Ceo	\$20,157	\$20,162	2024
Informed California Foundation	CA	\$254,981	President	\$900	\$805	2024
10 Billion Strong	MO	\$252,393	Executive Director	\$46,560	\$51,086	2024
Kaleidoscope Child Foundation	GA	\$255,502	Exec Director	\$40,000	\$42,896	2023
Hispanic Educational Technology Services Inc	PR	\$255,749	Executive Director	\$73,034	\$73,034	2023
Ideals Foundation Inc	GA	\$256,117	Ceo/bd Member	\$115,000	\$119,787	2024
Association Of Paroling Authorities	TX	\$251,327	Executive Director	\$19,900	\$21,231	2023
Qiao Ji Mandarin	CA	\$256,806	Executive Director	\$11,000	\$9,840	2024
Royal Academy Inc	LA	\$256,873	Highest Compensated Employee	\$18,010	\$22,018	2022
The Homestead Co-op	AZ	\$256,998	President	\$30,196	\$30,084	2024
Maker Space 307	WY	\$257,487	Executive Director	\$57,499	\$65,668	2023
Byrne Institute	TX	\$249,283	Executive Director	\$70,000	\$74,681	2023
Chess Education Foundation Inc	KY	\$249,241	President And Executive Director	\$23,998	\$27,498	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Buffalo Sports Wellness Association Inc	NY	\$249,176	Manager	\$26,000	\$25,058	2023
Carpinteria Education Foundation Inc	CA	\$259,098	Executive Director	\$46,287	\$42,628	2023
Massachusetts Organization Of Educational Collaboratives	MA	\$248,531	Executive Director	\$105,899	\$96,041	2025
Faith Bible College	VA	\$248,443	President	\$50,898	\$50,911	2024
Transform Alabama	AL	\$259,506	Executive Director	\$39,250	\$43,927	2024
Topaz Arts Inc	NY	\$259,923	President	\$56,995	\$54,929	2023
Leadership South Carolina	SC	\$260,433	Exec. Director	\$90,000	\$97,267	2024
Hrh Health Services Corporation	IN	\$247,208	Vice Chairperson	\$7,264	\$7,936	2024
Steuben Senior Services Fund	NY	\$260,629	Executive Director	\$58,308	\$54,582	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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	383 organizations. Compensation range \$131–\$288,342; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$253,841); for reference, expenses \$268,664 and assets \$14,172.
ROLE MATCH	Juan Pio Hernandez, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 16 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	60 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	55 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 (Juan Pio Hernandez) 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 383 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,100 is reasonable (approximately the 60th 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.