

Pro America Immigration Services Corp

Executive Director / CEO

EIN 460608207

NJ · NTEE B99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andres Hernandez, Executive Director / CEO** (\$15,825) against **every comparable organization** that fit the selection criteria — **370** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

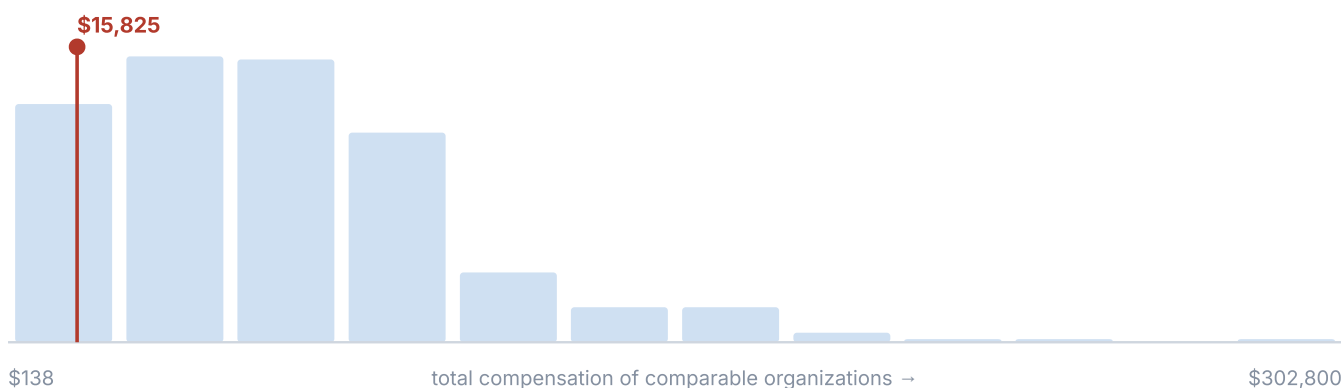
Benchmarked executive: Andres Hernandez — reported title "TRUSTEE/PRESIDENT", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$165,169 and \$369,781 — 0.67x to 1.50x the subject's \$246,521 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

370 organizations qualified on sector, size, and geography → **370** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,897	\$33,686	\$55,211	\$81,614	\$113,606	\$15,825
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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 NJ 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
Northeast Missouri School Districts	MO	\$246,614	Exec. Dir./s	\$12,978	\$15,395	2023
Maine Grain Alliance	ME	\$246,634	Executive Director	\$60,343	\$65,735	2024
Abide Christian Academy	UT	\$246,896	Pres & Exec	\$47,500	\$52,888	2024
Hrh Health Services Corporation	IN	\$247,208	Vice Chairperson	\$7,264	\$8,334	2024
Exhibit Envoy	CA	\$245,263	Executive Dir.	\$63,629	\$59,772	2024
Faith Bible College	VA	\$248,443	President	\$50,898	\$53,464	2024
Massachusetts Organization Of Educational Collaboratives	MA	\$248,531	Executive Director	\$105,899	\$100,857	2025
Women In Data Science And Analytics Inc	CA	\$244,455	President	\$101,265	\$95,128	2024
Inspiring Educators	MA	\$244,106	Managing Director	\$86,000	\$84,073	2024
Buffalo Sports Wellness Association Inc	NY	\$249,176	Manager	\$26,000	\$26,314	2023
Chess Education Foundation Inc	KY	\$249,241	President And Executive Director	\$23,998	\$28,877	2023
Byrne Institute	TX	\$249,283	Executive Director	\$70,000	\$78,426	2023
Tree Foundation Inc	FL	\$242,588	Executive Director	\$50,000	\$49,783	2025
Books Are Wings	RI	\$242,135	Executive Director	\$49,657	\$53,330	2023
Youth Science Academy Inc	GA	\$241,924	President And Ceo	\$13,292	\$14,969	2023
Association Of Paroling Authorities	TX	\$251,327	Executive Director	\$19,900	\$22,295	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alaska Society For Technology In	AK	\$241,266	Executive Dir.	\$26,500	\$26,851	2025
Career Gear Houston	TX	\$240,960	Executive Director	\$20,050	\$22,463	2023
10 Billion Strong	MO	\$252,393	Executive Director	\$46,560	\$53,648	2024
Center For Learn Local	MI	\$240,441	Cio	\$43,000	\$49,710	2023
Evangelicals For Democracy	VA	\$252,763	President & Ceo	\$20,157	\$21,173	2024
Cedar Hall Classical Academy	TX	\$253,308	President	\$7,617	\$8,076	2025
Elim Childrens Center Inc	MN	\$239,451	President/ceo	\$137,532	\$147,841	2024
Pharmacy Leadership & Education	MI	\$239,271	Board Member	\$6,515	\$7,532	2023
Plan Pais Inc	CT	\$253,841	Executive Di	\$62,100	\$65,214	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	370 organizations. Compensation range \$138–\$302,800; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$246,521); for reference, expenses \$232,528 and assets \$0.
ROLE MATCH	Andres Hernandez, reported title " <i>TRUSTEE/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	31 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	11 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	11 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 (Andres 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 370 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,825 is reasonable (approximately the 11th 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.