

# Jfk Medical Associates Pa

Executive Director / CEO

EIN 462219798

NJ · NTEE E30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Varga, Executive Director / CEO** (\$291,140) against **every comparable organization** that fit the selection criteria — **11** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Daniel Varga — 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

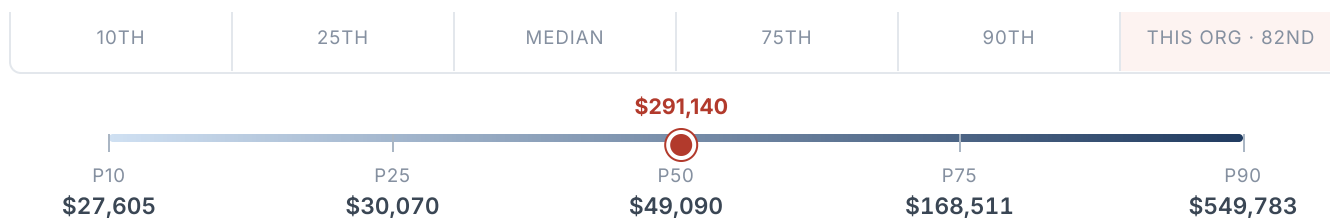
SECTOR	Organizations sharing the subject's NTEE classification (E30).
BUDGET	Total revenue between \$1,340 and \$3,000 — 0.67x to 1.50x the subject's \$2,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

**11** organizations qualified on sector, size, and geography → **11** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$27,605	\$30,070	\$49,090	\$168,511	\$549,783	<b>\$291,140</b>
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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
<a href="#">Hi-desert Memorial Health Care District Foundation</a>	CA	\$1,990	Ceo	\$32,981	<b>\$31,897</b>	2024
<a href="#">Jpchc Foundation Inc</a>	IN	\$1,896	Director	\$41,562	<b>\$49,090</b>	2024
<a href="#">Margaret Tietz Nursing And</a>	NY	\$2,241	President/ceo	\$220,562	<b>\$223,227</b>	2024
<a href="#">St Barnabas Real Estate Holding Inc</a>	NY	\$1,613	President/ceo	\$27,905	<b>\$28,242</b>	2024
<a href="#">Healthfirst Inc</a>	NY	\$2,427	President And Ceo	\$543,220	<b>\$549,783</b>	2024
<a href="#">Got Ur 6 Inc</a>	FL	\$1,534	President	\$108,151	<b>\$113,794</b>	2024
<a href="#">Imai-imci Alliance Inc</a>	FL	\$2,483	Board Chair	\$1,241	<b>\$1,306</b>	2024
<a href="#">Advanced Medical Transport Inc</a>	IL	\$2,500	Board Member/ceo Of Phmms	\$25,070	<b>\$27,605</b>	2024
<a href="#">Community Care Collaborative</a>	TX	\$2,500	Executive Director	\$44,061	<b>\$49,365</b>	2024
<a href="#">Live Well Live Atchison Inc</a>	KS	\$2,705	Director	\$30,000	<b>\$36,300</b>	2024
<a href="#">Central Kansas Medical Center</a>	CO	\$2,749	Chair / Ceo & President	\$828,093	<b>\$915,612</b>	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 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 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](https://peerbasis.org/methodology).

### ● Sample, role match & sensitivity

PEER COUNT	11 organizations — <b>below 15; treat the percentiles as indicative, not precise.</b> Compensation range \$1,306–\$915,612; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$2,000); for reference, expenses \$2,000 and assets \$4,098,118.
ROLE MATCH	Daniel Varga, reported title " <i>TRUSTEE - PRESIDENT</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	82 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	82 <sup>nd</sup>

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 (Daniel Varga) 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 11 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$291,140 is reasonable (approximately the 82<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_ for / \_ against].

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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.