

Addiction Education Society Inc

Executive Director / CEO

EIN 464533989

CA · NTEE F50

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Dadoun, Executive Director / CEO** (\$130,000) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Daniel Dadoun — 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 (F50).

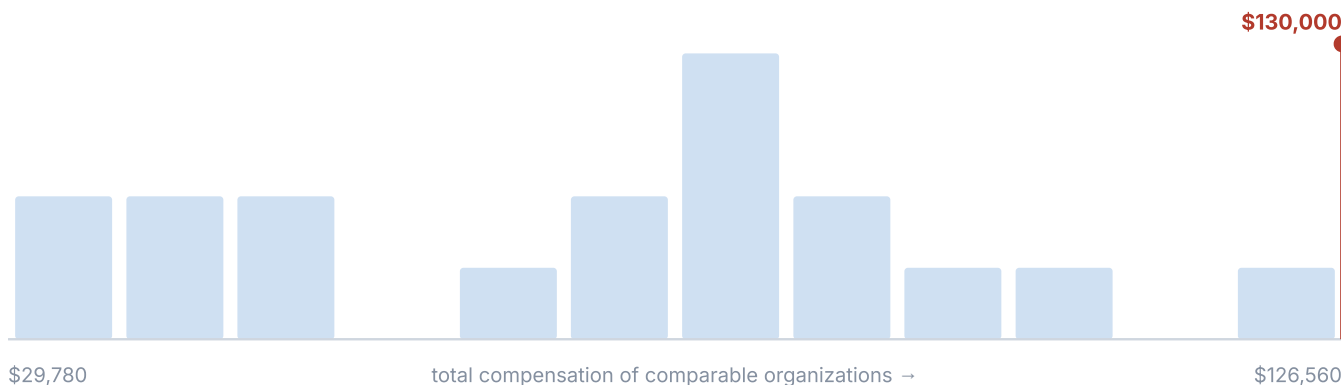
BUDGET Total revenue between \$238,507 and \$533,973 — 0.67x to 1.50x the subject's \$355,982 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F50), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$38,341	\$47,621	\$78,755	\$89,200	\$98,117	\$130,000
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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
Applied Prevention Science	OH	\$366,492	Treasurer	\$78,250	\$95,980	2023
The Gino Macchio Foundation Inc	NY	\$342,811	Executive Director	\$89,996	\$91,476	2024
Amistad Y Resolana	NM	\$339,114	Executive Director	\$32,500	\$39,320	2024
His Joshua House	TX	\$317,504	Executive Di	\$36,200	\$40,732	2024
Cross Roads Recovery Ministries	GA	\$403,494	President	\$70,602	\$79,852	2024
Live Free Ministries	NJ	\$412,147	Ceo Executive Director	\$84,522	\$84,886	2024
Mission Heart Inc	LA	\$417,288	President & Ceo	\$29,111	\$36,058	2024
First Contact	NC	\$417,885	Executive Di	\$56,614	\$65,801	2024
Pureheart Ministries	OR	\$293,530	Director	\$98,700	\$103,102	2024
Dynamic Recovery	MT	\$292,950	Executive Di	\$69,350	\$84,088	2024
Bee Cave Recovery	TX	\$292,182	Executive Di	\$65,624	\$73,840	2024
Prodigals International	WA	\$438,739	Vice President	\$90,000	\$90,638	2024
Zoe Freedom Center	VA	\$458,845	Ceo	\$75,000	\$81,457	2024
The Healing House	MO	\$461,807	Executive Di	\$40,746	\$48,544	2024
Young Leadership Addiction Awareness Inc	CT	\$462,056	Ceo And Secretary	\$120,000	\$126,560	2024
Larry Labonte Recovery Center	ME	\$242,710	Executive Director	\$26,440	\$29,780	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Equalsrq, Inc	FL	\$497,410	Executive Director	\$45,958	\$47,313	2025
Step Seven Inc	CO	\$521,341	President	\$72,000	\$77,658	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 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 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 18 organizations. Compensation range \$29,780–\$126,560; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$355,982); for reference, expenses \$289,157 and assets \$380,098.

ROLE MATCH Daniel Dadoun, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100th
Total compensation (D + F), as reported (no adjustments)	100th
Reportable pay only (column D), adjusted	100th
All sources (D + E + F), adjusted	100th

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 Dadoun) 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 18 similarly situated organizations (Same NTEE sector (F50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$130,000 is reasonable (approximately the 100th 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.