

# American Business Council Kuwait

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Paola De La Roche, Executive Director / CEO** (\$54,539) against **every comparable organization** that fit the selection criteria — **542** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22<sup>nd</sup>** percentile of comparable organizations below the typical range for comparable organizations

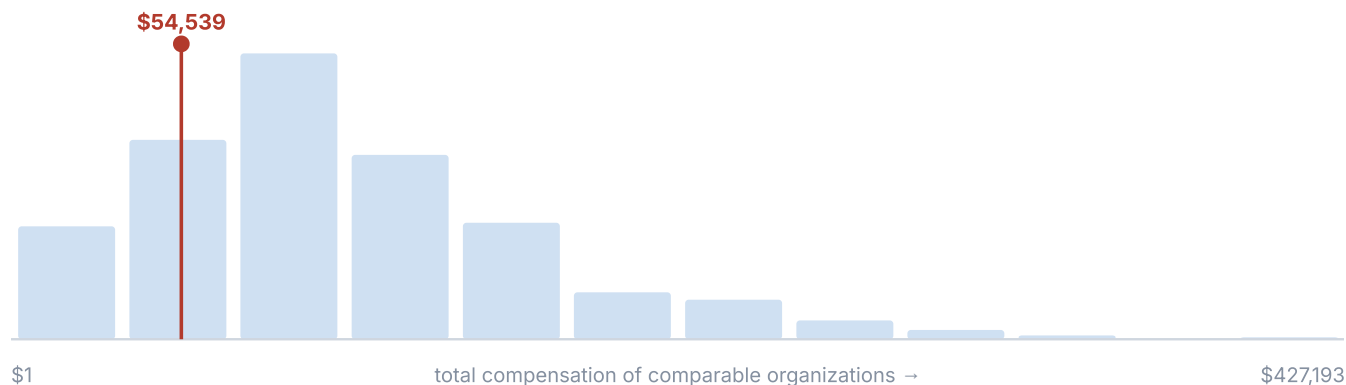
**Benchmarked executive:** Paola De La Roche — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$312,735 and \$700,153 — 0.67x to 1.50x the subject's \$466,769 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + null + budget 0.67–1.5x revenue.

**542** organizations qualified on sector, size, and geography → **542** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$32,644	\$62,175	\$93,512	\$138,181	\$188,337	\$54,539
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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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Broussard Chamber Of Commerce</a>	LA	\$466,085	Ceo	\$76,800	<b>\$74,597</b>	2024
<a href="#">La Crosse Area Realtors Association</a>	WI	\$467,721	Assoc Execut	\$111,858	<b>\$108,649</b>	2024
<a href="#">Gage Area Growth Enterprise</a>	NE	\$465,745	Executive Di	\$92,211	<b>\$89,565</b>	2024
<a href="#">Chicago Area Independent Constructi</a>	IL	\$467,890	Director	\$114,400	<b>\$114,400</b>	2023
<a href="#">New Mexico Angels Inc</a>	NM	\$465,415	Chairman	\$12,844	<b>\$12,476</b>	2024
<a href="#">The Real Estate Valuation Advocacy</a>	DC	\$465,210	Secretary	\$223,850	<b>\$217,428</b>	2024
<a href="#">Ceo Roundtables Of Minnesota Inc</a>	MN	\$464,858	Ceo & President	\$150,000	<b>\$150,000</b>	2023
<a href="#">Pike County Economic Development</a>	AL	\$469,860	President	\$174,187	<b>\$169,190</b>	2024
<a href="#">Trebic Inc</a>	NC	\$463,665	Director/president	\$91,705	<b>\$89,074</b>	2024
<a href="#">Armed Forces Marketing Council</a>	VA	\$470,536	President	\$351,695	<b>\$341,605</b>	2024
<a href="#">Cfa Society Of Minnesota</a>	MN	\$462,913	Executive Director	\$106,721	<b>\$106,721</b>	2023
<a href="#">Camara De Comercio Del Sur De Puerto Rico Inc</a>	PR	\$470,820	Executive Director	\$38,377	<b>\$37,276</b>	2024
<a href="#">Kelso Longview Chamber Of Commerce</a>	WA	\$462,716	Ceo	\$79,740	<b>\$79,740</b>	2023
<a href="#">Sandy Springs Perimeter Chamber Of</a>	GA	\$462,685	President & Ceo	\$124,200	<b>\$120,637</b>	2024
<a href="#">Maine Outdoor Brands Inc</a>	ME	\$470,897	Executive Director	\$82,944	<b>\$82,944</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">White House Chamber Of Commerce</a>	TN	\$470,907	Director	\$88,461	<b>\$85,923</b>	2024
<a href="#">Greater Ocean City Golf Association</a>	MD	\$462,314	Managing Director	\$90,000	<b>\$87,418</b>	2024
<a href="#">Illinois Solar Energy Association</a>	IL	\$462,254	Executive Director	\$119,000	<b>\$115,586</b>	2024
<a href="#">League City Chamber Of Commerce</a>	TX	\$461,383	President/ce	\$43,077	<b>\$43,077</b>	2023
<a href="#">Dayton Agricultural &amp; Mech Assoc</a>	PA	\$460,350	President	\$1,680	<b>\$1,632</b>	2024
<a href="#">New York Organization For Nursing</a>	NY	\$473,608	Executive Dir.	\$75,000	<b>\$72,848</b>	2024
<a href="#">Crew Charlotte Inc</a>	NC	\$473,737	Executive Director	\$104,044	<b>\$104,044</b>	2023
<a href="#">Committee Of Chief Risk Officers Inc</a>	TX	\$473,946	Director	\$259,448	<b>\$259,448</b>	2023
<a href="#">Whatcom Business Alliance</a>	WA	\$459,458	Executive Director	\$124,327	<b>\$120,760</b>	2024
<a href="#">Association Of Educational Purchasing Agencies</a>	NM	\$474,160	Exec Director	\$97,000	<b>\$97,000</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to the subject's state 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. 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** 542 organizations. Compensation range \$1–\$427,193; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$466,769); for reference, expenses \$295,416 and assets \$428,011.

ROLE MATCH	Paola De La Roche, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	22 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	18 <sup>th</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 (Paola De La Roche) 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 10, 2026, comparing compensation against 542 similarly situated organizations (Same NTEE sector (S41) + null + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,539 is reasonable (approximately the 22<sup>nd</sup> 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 10, 2026.