

# Hear Now Music Festival

Executive Director / CEO

EIN 471040885

CA · NTEE A99

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Hugh Levick, Executive Director / CEO** (\$40,500) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41<sup>st</sup>** percentile of comparable organizations

within the typical range

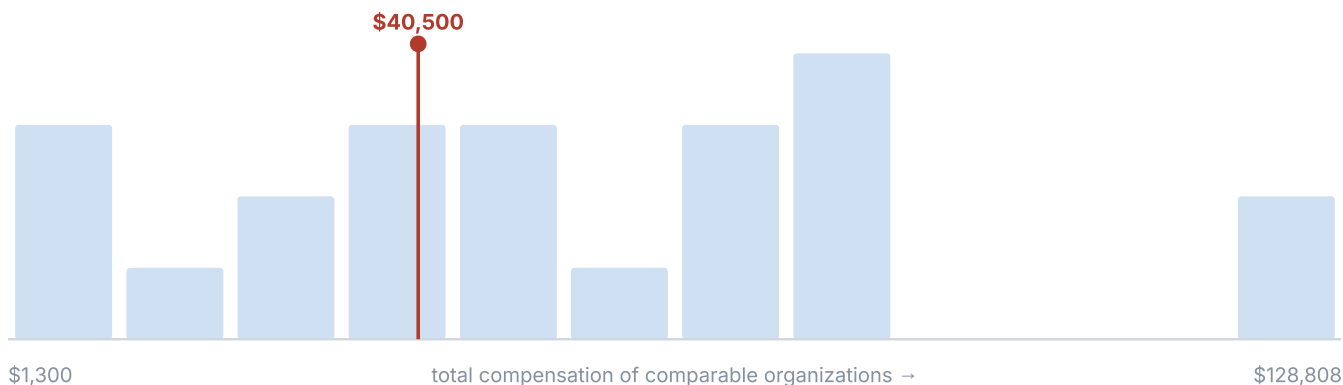
**Benchmarked executive:** Hugh Levick — reported title "PRESIDENT AND ARTISTIC DIRECT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

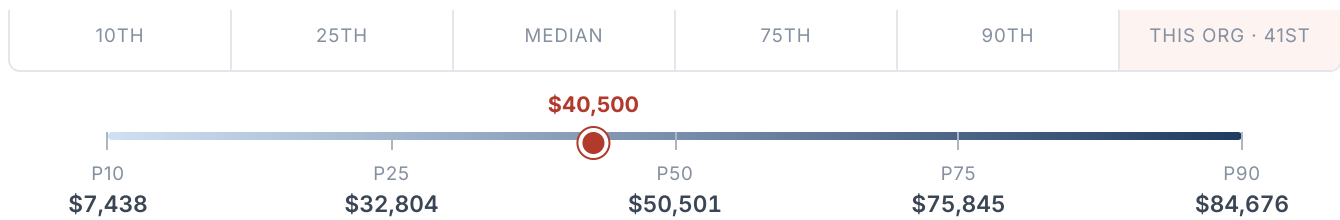
SECTOR	Organizations sharing the subject's NTEE classification (A99).
BUDGET	Total revenue between \$187,636 and \$420,082 — 0.67x to 1.50x the subject's \$280,055 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99) + CA + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,438	\$32,804	\$50,501	\$75,845	\$84,676	\$40,500
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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
<a href="#">Studio 395 Foundation</a>	CA	\$265,130	Ceo	\$39,520	<b>\$38,386</b>	2024
<a href="#">Filipino American Symphony Orchestra</a>	CA	\$299,219	Executive Director	\$71,936	<b>\$71,936</b>	2023
<a href="#">Vietnamese American Organization - Vao</a>	CA	\$299,478	Executive Director	\$23,209	<b>\$23,209</b>	2023
<a href="#">Chopsticks Alley Art</a>	CA	\$302,349	Executive Director	\$78,375	<b>\$76,126</b>	2024
<a href="#">Mariachi Womens Foundation</a>	CA	\$253,146	Executive Dir.	\$50,000	<b>\$50,000</b>	2023
<a href="#">Dance Film Sf Inc</a>	CA	\$312,344	Interim Executive Director	\$68,950	<b>\$68,950</b>	2023
<a href="#">Cinestory Inc</a>	CA	\$319,934	Executive Director	\$32,700	<b>\$30,943</b>	2025
<a href="#">Shipyards Trust For The Arts</a>	CA	\$321,074	President Ceo	\$118,920	<b>\$118,920</b>	2023
<a href="#">Blindspot Collective</a>	CA	\$229,118	Director	\$21,925	<b>\$21,925</b>	2023
<a href="#">Los Angeles Indigenous Peoples' Alliance</a>	CA	\$336,000	Director	\$6,000	<b>\$5,828</b>	2024
<a href="#">Firehouse Projects</a>	CA	\$220,000	Director	\$75,000	<b>\$75,000</b>	2023
<a href="#">5p Society</a>	CA	\$219,370	Executive Vp	\$50,000	<b>\$48,566</b>	2024
<a href="#">Sol Treasures Inc</a>	CA	\$343,778	Executive Dir.	\$83,334	<b>\$80,943</b>	2024
<a href="#">Marin Open Studios</a>	CA	\$212,519	Executive Dir.	\$52,507	<b>\$51,001</b>	2024
<a href="#">Space Cowboys Collective</a>	CA	\$211,775	Chief Executive Officer	\$1,300	<b>\$1,300</b>	2023
<a href="#">Ventura Audubon Society</a>	CA	\$211,531	Director	\$3,789	<b>\$3,680</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Broad Room Creative Collective Sacramento</a>	CA	\$211,336	Executive Director	\$41,204	<b>\$40,022</b>	2024
<a href="#">Drag Story Hour</a>	CA	\$349,890	E.d. To 12/23	\$66,058	<b>\$64,163</b>	2024
<a href="#">Glendale Arts</a>	CA	\$199,034	Ceo	\$89,804	<b>\$84,979</b>	2025
<a href="#">D2is Foundation</a>	CA	\$382,720	President	\$40,327	<b>\$40,327</b>	2023
<a href="#">Demolay International 73000 Northern California</a>	CA	\$390,765	Executive Director	\$81,946	<b>\$81,946</b>	2023
<a href="#">De Colores Arts</a>	CA	\$393,608	Executive Director	\$132,613	<b>\$128,808</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 22 organizations. Compensation range \$1,300–\$128,808; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$280,055); for reference, expenses \$226,845 and assets \$248,683.

**ROLE MATCH** Hugh Levick, reported title "*PRESIDENT AND ARTISTIC DIRECT*", 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	<b>41<sup>st</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>36<sup>th</sup></b>

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Reportable pay only (column D), adjusted

45<sup>th</sup>

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All sources (D + E + F), adjusted

41<sup>st</sup>

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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

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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 (Hugh Levick) 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 22 similarly situated organizations (Same NTEE sector (A99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,500 is reasonable (approximately the 41<sup>st</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.