

International Federation Of Dental Hygienists

Executive Director / CEO

EIN 472413660
 MD · NTEE S41
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Wanda Fedora Rdh, Executive Director / CEO** (\$13,900) against **every comparable organization** that fit the selection criteria — **324** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

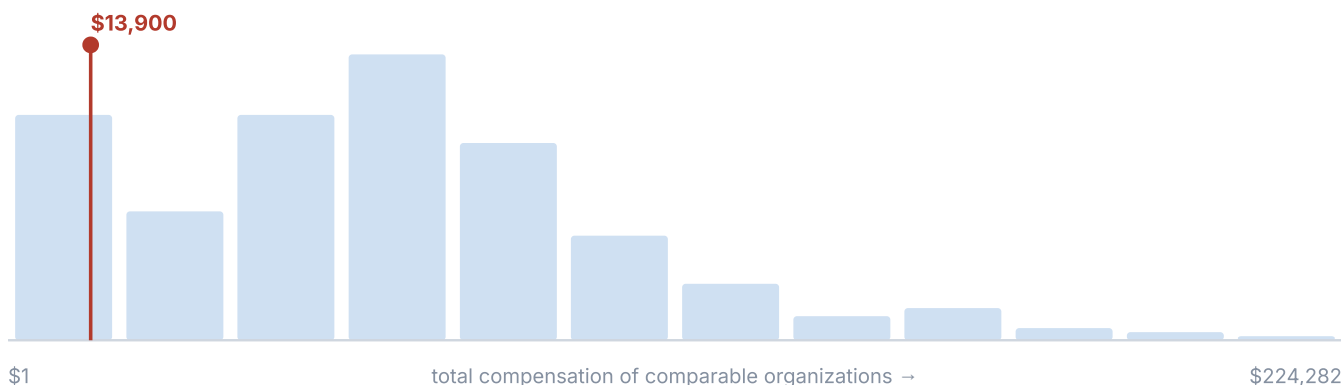
Benchmarked executive: Wanda Fedora Rdh — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$119,004 and \$266,427 — 0.67x to 1.50x the subject's \$177,618 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

324 organizations qualified on sector, size, and geography → **324** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,448 10TH	\$34,736 25TH	\$60,948 MEDIAN	\$82,395 75TH	\$113,987 90TH	\$13,900 THIS ORG · 12TH
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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 MD 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
Window Coverings Association Of Ame	NC	\$177,588	Ed	\$86,120	\$95,180	2023
Rogersville-hawkins Co Chamber Of Commerce Inc	TN	\$177,576	Exec Director	\$76,223	\$83,240	2024
Dane Buy Local Inc	WI	\$177,451	Executive Di	\$15,231	\$17,014	2023
Georgia Craft Brewers Guild Inc	GA	\$177,836	Executive Di	\$78,600	\$82,108	2024
Bell Buckle Chamber Of Commerce	TN	\$178,004	President	\$6,000	\$6,384	2025
Nodaway County Economic Development Corp	MO	\$176,631	Executive Director	\$100,011	\$113,302	2023
National Black Professional Lobbyist Association	AL	\$178,875	Executive Director	\$32,500	\$37,556	2023
Utah Petroleum Marketers	UT	\$178,928	State Execut	\$69,000	\$73,369	2024
Greene County Economic Development Corp	IN	\$179,871	Executive Director	\$71,087	\$77,885	2024
Alexandria Bay Chamber Of Commerce Inc	NY	\$175,230	Executive Director	\$57,100	\$53,606	2024
Prescott Downtown Partnership Inc	AZ	\$174,908	Executive Dir.	\$45,175	\$45,138	2024
Small Business Council Of America Inc	GA	\$173,977	Secretary	\$9,000	\$9,679	2023
St Bernard Chamber Of Commerce	LA	\$181,286	Ceo	\$60,833	\$69,594	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Delaware Food Industry Council	DE	\$173,788	Executive Director	\$158,583	\$161,324	2024
Mountain Laurel Chamber Of Commerce	PA	\$182,329	Executive Director	\$34,798	\$36,053	2024
Texas Business Roundtable	TX	\$182,354	Exec Director	\$66,000	\$70,617	2023
The Hundred Year Association Of Ny Inc	CT	\$182,749	President	\$35,250	\$34,338	2024
Adult Day Health Care Council Inc	NY	\$183,162	Executive Director	\$7,024	\$6,594	2024
Acec-ri American Council Of	RI	\$183,283	Executive Di	\$75,000	\$76,923	2023
Home Builders Association Of Hickory-catawba Valley Inc	NC	\$183,432	Executive Officer	\$56,782	\$62,756	2023
Butler County Medical Society	OH	\$183,653	Exec Assistant	\$15,000	\$16,506	2024
West Plains Chamber Of Commerce	WA	\$171,397	Executive Director	\$71,610	\$66,610	2024
Medical Toxicology Foundation	AZ	\$185,030	Executive Director/board M	\$39,714	\$39,682	2024
Colorado Civil Justice League	CO	\$185,106	Executive Director	\$77,000	\$78,974	2023
Mosinee Area Chamber Of Commerce Inc	WI	\$169,850	Executive Director	\$61,787	\$69,021	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	324 organizations. Compensation range \$1–\$224,282; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$177,618); for reference, expenses \$183,284 and assets \$182,764.
ROLE MATCH	Wanda Fedora Rdh, reported title "President", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	12 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	16 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 (Wanda Fedora Rdh) 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 324 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,900 is reasonable (approximately the 12th 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.