

# Flyaway Productions

Executive Director / CEO

EIN 522350570

CA · NTEE A62

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jo Kreiter, Executive Director / CEO** (\$40,241) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jo Kreiter — reported title "Director", 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 (A62).

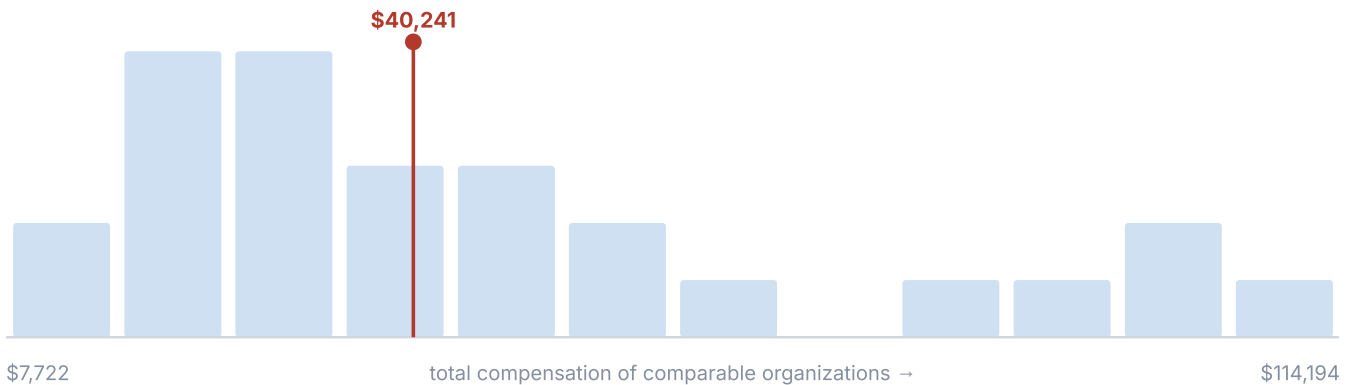
**BUDGET** Total revenue between \$241,535 and \$540,751 — 0.67x to 1.50x the subject's \$360,501 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A62) + CA + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,609	\$22,470	\$39,532	\$56,943	\$96,234	\$40,241
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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="#">Motion Pacific Dance Inc</a>	CA	\$365,970	President	\$17,955	<b>\$17,955</b>	2024
<a href="#">Lake Tahoe Dance Collective</a>	CA	\$344,486	Exec/artist Dir	\$28,667	<b>\$28,667</b>	2024
<a href="#">Jess Curtisgravity Inc</a>	CA	\$341,407	Director/exec. Dir. (Starting Mar.)	\$47,535	<b>\$47,535</b>	2024
<a href="#">Invertigo Dance Theatre</a>	CA	\$380,509	President/board Member	\$89,812	<b>\$92,465</b>	2023
<a href="#">Sonoma Conservatory Of Dance</a>	CA	\$387,135	President	\$114,194	<b>\$114,194</b>	2024
<a href="#">Robert Moses Kin</a>	CA	\$333,756	Artistic Dir.	\$10,868	<b>\$10,588</b>	2025
<a href="#">Santa Barbara Festival Ballet</a>	CA	\$326,642	Conservatory Director	\$17,262	<b>\$17,262</b>	2024
<a href="#">Friends Of Olympia Station Inc</a>	CA	\$324,338	Executive Dir.	\$60,000	<b>\$58,453</b>	2025
<a href="#">Dance Camera West</a>	CA	\$399,106	Executive Dir.	\$29,507	<b>\$30,379</b>	2023
<a href="#">Regina Klenjoski Dance Company</a>	CA	\$402,715	Executive Dir.	\$42,000	<b>\$42,000</b>	2024
<a href="#">Senderos</a>	CA	\$403,770	Executive Dir.	\$20,625	<b>\$21,234</b>	2023
<a href="#">Cubacaribe</a>	CA	\$405,942	Board Member	\$101,115	<b>\$101,115</b>	2024
<a href="#">California Dance Institute</a>	CA	\$410,669	Director	\$44,180	<b>\$43,041</b>	2025
<a href="#">The High Steppers Drill Team Inc</a>	CA	\$302,799	President	\$53,800	<b>\$52,413</b>	2025
<a href="#">Backhausdance</a>	CA	\$430,632	Officer/artistic Director	\$25,425	<b>\$26,176</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Abhinaya Dance Company Of San Jose</a>	CA	\$286,824	Secretary	\$7,500	<b>\$7,722</b>	2023
<a href="#">Chinese Performing Arts Of America</a>	CA	\$440,711	Executive Dir	\$36,000	<b>\$37,063</b>	2023
<a href="#">Soul To Sole Choreography</a>	CA	\$276,490	Secretary	\$26,316	<b>\$26,316</b>	2024
<a href="#">The Mahea Uchiyama Center For</a>	CA	\$272,731	Director	\$65,462	<b>\$65,462</b>	2024
<a href="#">Brockus Project Dance Company</a>	CA	\$255,450	President	\$50,532	<b>\$52,025</b>	2023
<a href="#">Circo Zero</a>	CA	\$253,415	Artistic Director/treasurer	\$46,100	<b>\$46,100</b>	2024
<a href="#">Contact Arts</a>	CA	\$244,950	Executive Dir.	\$18,786	<b>\$19,341</b>	2023
<a href="#">Na Lei Hulu I Ka Wekiu Hula Halau</a>	CA	\$507,701	President	\$33,600	<b>\$33,600</b>	2024
<a href="#">Axis Dance Company</a>	CA	\$523,424	Managing Dir	\$100,003	<b>\$100,003</b>	2024
<a href="#">California Line Dance Association Of</a>	CA	\$526,269	Secretary & Cfo	\$18,422	<b>\$18,422</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 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 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 26 organizations. Compensation range \$7,722–\$114,194; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$360,501); for reference, expenses \$344,009 and assets \$653,593.

ROLE MATCH Jo Kreiter, reported title "*Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

OUTLIERS 1 peer 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	50 <sup>th</sup>
All sources (D + E + F), adjusted	50 <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 (Jo Kreiter) 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 26 similarly situated organizations (Same NTEE sector (A62) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,241 is reasonable (approximately the 50<sup>th</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.