

Piedmont Mediation Center Inc

Executive Director / CEO

EIN 561547747

NC · NTEE I51Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jessica Lemmons, Executive Director / CEO** (\$56,372) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

Benchmarked executive: Jessica Lemmons — 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 (I51Z).

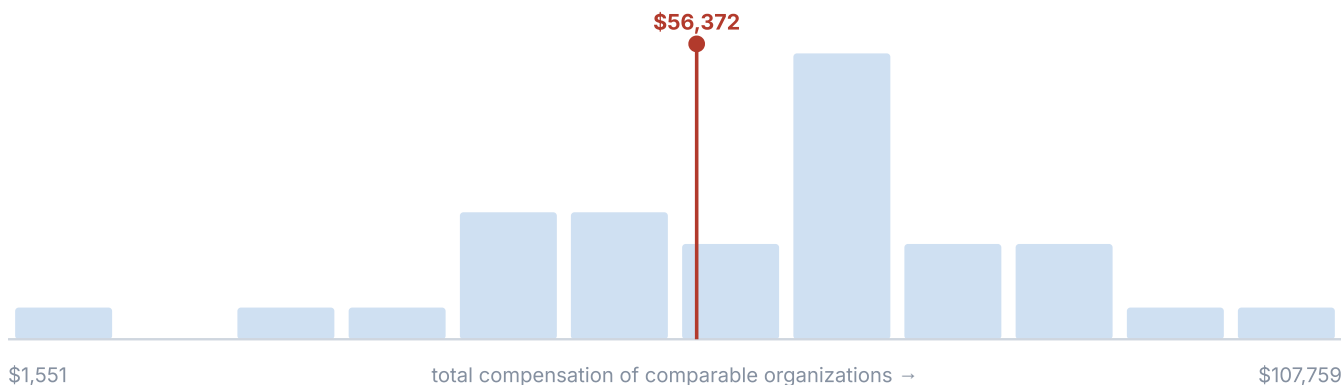
BUDGET Total revenue between \$250,309 and \$560,394 — 0.67x to 1.50x the subject's \$373,596 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (I51), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography

→ **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$38,421

\$49,411

\$66,958

\$73,205

\$88,992

\$56,372



● 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 NC 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
Northwest Consumer Law Center	WA	\$373,988	Executive Director	\$124,364	\$107,759	2024
Wenatchee Valley Dispute Resolution	WA	\$365,647	Executive Director	\$89,211	\$77,300	2024
Court Referral Services	AL	\$383,578	Director	\$47,535	\$49,700	2024
Fort Bend County Dispute	TX	\$358,183	Executive Di	\$76,034	\$71,712	2025
St Louis Mediation Project Inc	MO	\$344,806	President/treasurer	\$1,470	\$1,551	2023
Triad Restorative Justice	NC	\$403,331	Executive Director	\$49,420	\$49,420	2024
Kuikahi Mediation Center Inc	HI	\$408,892	Executive Di	\$84,779	\$71,566	2025
Tri Community Mediation Inc	MD	\$335,301	Executive Di	\$38,010	\$34,392	2024
Dispute Resolution Center	MN	\$414,096	Executive Di	\$90,389	\$88,992	2023
Northwest Mediation Center	WA	\$420,213	Executive Dir.	\$67,725	\$58,683	2024
Center For Dispute Resolution	MI	\$420,565	Executive Director (Current)	\$37,359	\$38,421	2023
Utah Dispute Resolution	UT	\$313,746	Executive Director	\$69,783	\$67,340	2025
Resolution Center Of Jefferson And	NY	\$312,427	Executive Di	\$56,488	\$49,401	2024
Conflict Resolution Center Of Montgomery	MD	\$439,875	Executive Dir.	\$95,542	\$89,001	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dispute Resolution Center Of	MI	\$453,541	Executive Director	\$81,931	\$84,261	2023
Benton Franklin Dispute Resolution Ctr	WA	\$459,789	Executive Director	\$75,059	\$66,958	2023
Conflict Resolution Center Inc	NC	\$285,387	Executive Director	\$44,101	\$42,964	2025
Restorative Arlington	VA	\$280,733	Executive Director	\$68,091	\$63,628	2024
Northern Virginia Mediation	VA	\$468,491	Executive Director	\$100,500	\$93,913	2024
Accord A Center For Dispute	NY	\$473,999	Executive Director	\$78,729	\$67,077	2025
Mediation Services Of Maui Inc	HI	\$474,303	Executive Di	\$86,330	\$77,013	2023
St Croix Valley Restorative	WI	\$264,006	Executive Di	\$71,784	\$74,698	2023
Yolo Conflict Resolution Center	CA	\$263,331	Executive Director	\$78,134	\$67,226	2023
San Joaquin Fair Housing Foundation Inc	CA	\$261,677	Executive Dir.	\$60,375	\$51,946	2023
Center For Creative Justice	IA	\$260,473	Executive Dir.	\$67,053	\$71,055	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 31 organizations. Compensation range \$1,551–\$107,759; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$373,596); for reference, expenses \$439,746 and assets \$93,131.
ROLE MATCH	Jessica Lemmons, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this 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	39 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	39 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 (Jessica Lemmons) 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 31 similarly situated organizations (Same NTEE sector (I51), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,372 is reasonable (approximately the 39th 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.