

Tennessee Theater Company

Executive Director / CEO

EIN 621777399

TN · NTEE A65

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Ric White, Executive Director / CEO** (\$96,000) against **every comparable organization** that fit the selection criteria — **323** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

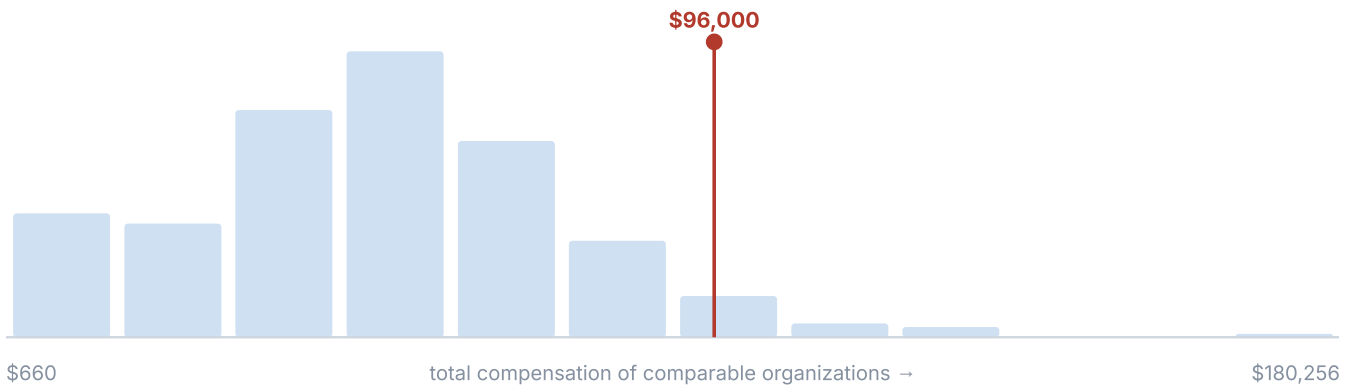
Benchmarked executive: Ric White — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$331,759 and \$742,744 — 0.67x to 1.50x the subject's \$495,163 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

323 organizations qualified on sector, size, and geography → **323** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,102	\$33,052	\$49,173	\$64,854	\$81,790	\$96,000
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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 TN 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
Theatre 831	CA	\$494,859	Artistic Director	\$50,400	\$42,626	2023
Educational Theatre Company	VA	\$494,757	Managing Director	\$78,896	\$74,612	2023
Fort Hill Performing Arts Center Inc	NY	\$494,348	President	\$36,067	\$31,006	2024
Lifeline Productions Inc	IL	\$493,881	Managing Dir.	\$30,010	\$27,344	2025
Georgia Ensemble Theatre Company	GA	\$497,310	Producing Artistic Director	\$38,347	\$36,681	2024
One More Productions Inc	CA	\$498,048	President	\$80,514	\$66,142	2024
Shattered Globe Theatre	IL	\$490,442	Director	\$75,000	\$70,147	2024
Solas Nua Inc	DC	\$499,950	President	\$75,000	\$62,613	2024
Augusta Mini Theatre Inc	GA	\$500,509	Executive Direc	\$31,777	\$31,295	2023
Prospect Theater Project	CA	\$500,736	Executive Dir.	\$29,449	\$24,192	2024
Great Barrington Public Theater Inc	MA	\$488,819	Development Director	\$41,250	\$35,265	2024
The Sacred Fools Theater	CA	\$501,859	Managing Director	\$27,500	\$22,591	2024
Mabou Mines Development Foundation Inc	NY	\$488,018	President	\$18,120	\$15,577	2024
Salt Pa	PA	\$486,137	Vice President	\$37,233	\$36,367	2023
Halifax Repertory Theatre	FL	\$485,446	President	\$22,500	\$19,590	2025
Lubbock Community Theatre	TX	\$504,919	Executive Dir.	\$48,830	\$47,841	2023
Vermont Stage Company	VT	\$485,273	Executive Di	\$60,000	\$57,453	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Children's Theatre Of Annapolis Inc	MD	\$505,114	Executive Director	\$53,939	\$47,975	2024
The New Harmony Project Inc	IN	\$506,461	Executive Artistic Director	\$36,372	\$36,490	2024
Six Points Theater	MN	\$483,858	Producing Artistic Dir	\$83,875	\$78,846	2024
Rome Little Theatre Inc	GA	\$481,871	Executive Director	\$51,691	\$49,446	2024
Krymov Lab Inc	NY	\$480,680	Managing Director	\$26,486	\$22,769	2024
Road Less Traveled Productions Ltd	NY	\$510,205	Executive Dir.	\$53,083	\$45,634	2024
Theatre Tallahassee Inc	FL	\$510,540	Executive Director	\$80,719	\$74,271	2023
Green Room Theatre Company	CA	\$513,689	Executive Artistic Director	\$23,950	\$19,675	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	323 organizations. Compensation range \$660–\$180,256; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$495,163); for reference, expenses \$430,413 and assets \$101,298.
ROLE MATCH	Ric White, reported title <i>"Director"</i> , 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.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	95 th
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	94 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 (Ric White) 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 323 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,000 is reasonable (approximately the 95th 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.