

Miho Belmont International Inc

Executive Director / CEO

EIN 811424117

MA · NTEE A23

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Peter Grilli, Executive Director / CEO** (\$193,257) against **every comparable organization** that fit the selection criteria — **160** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

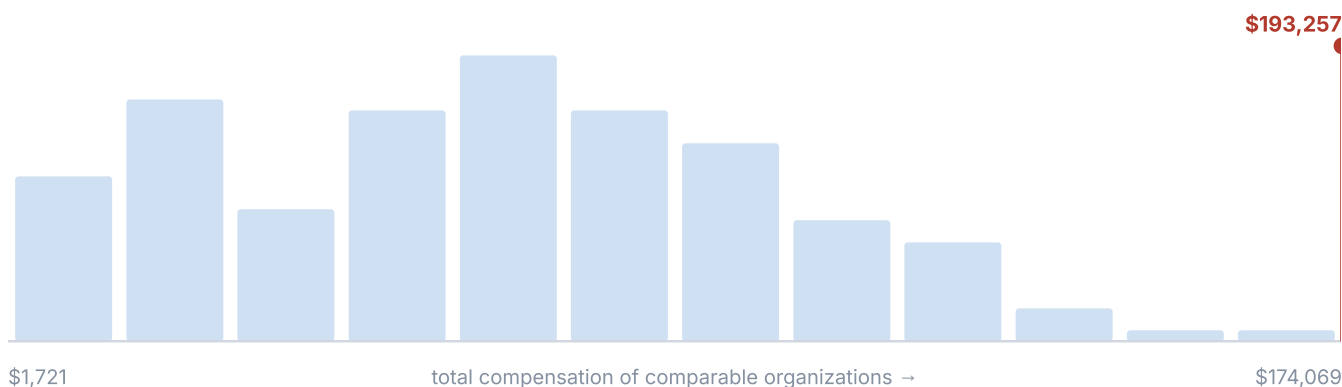
Benchmarked executive: Peter Grilli — reported title “CLERK”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$314,682 and \$704,512 — 0.67x to 1.50x the subject's \$469,675 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

160 organizations qualified on sector, size, and geography → **160** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,369	\$35,341	\$63,906	\$89,881	\$110,718	\$193,257
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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 MA 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
Ballet Folklorico Ollin Yoliztli	AZ	\$470,458	Executive Dir.	\$12,900	\$13,806	2024
100 People Foundation Inc	NY	\$466,693	President	\$74,525	\$74,941	2024
Six Square Austins Black Cultural District	TX	\$474,275	Executive Director	\$76,667	\$85,343	2024
Hungary Foundation	DC	\$464,187	Executive Di	\$92,000	\$89,841	2024
Brasil Brasil Cultural Center	CA	\$477,881	Director	\$50,600	\$48,623	2024
Kona Historical Society	HI	\$459,661	Executive Di	\$50,375	\$50,189	2024
Aleut International Association	AK	\$481,180	Executive Di	\$80,859	\$86,027	2024
So'oh Shinali Sister Project	CA	\$457,523	Executive Director	\$67,959	\$65,303	2024
Hbcu First Inc	NY	\$457,238	Chairman Of	\$120,000	\$120,669	2024
The Legacy Imperative Inc	FL	\$455,872	Executive Director	\$106,811	\$111,661	2024
Na Maka Haloa O Waipio	HI	\$483,586	President	\$71,200	\$73,033	2023
Korean Performing Arts Institute Of Chicago	IL	\$483,721	Education Director	\$36,375	\$39,796	2024
The Westerners The First People Of	CA	\$486,134	President & Ceo	\$141,242	\$135,723	2024
Subject Matter Inc	NY	\$487,822	Co-executive Director	\$60,000	\$60,335	2024
Latinos United For A New America	CA	\$487,880	Co-director	\$87,517	\$84,097	2024
The Odyssey After-school Enrichment Program	TX	\$451,428	Executive Director	\$53,583	\$58,110	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lana'i Culture & Heritage Center	HI	\$450,589	President	\$4,000	\$3,985	2024
Enrich Chicago	IL	\$489,079	Executive Director	\$89,889	\$98,342	2024
Tulsa Juneteenth	OK	\$447,930	Executive Dir.	\$54,581	\$65,158	2025
Kimoqueo Foundation	HI	\$447,758	Executive Di	\$56,000	\$55,794	2024
Igogo International	IN	\$492,085	President	\$125,000	\$146,692	2024
Japan-america Society Of Tennessee	TN	\$492,666	President	\$86,009	\$100,607	2024
New York Chinese Cultural Center Inc	NY	\$493,915	Executive Director	\$85,500	\$85,977	2024
Foundation For Korean Language & Culture In The Usa	CA	\$494,664	Secretary	\$43,091	\$41,407	2024
Japanese Cultural Center Tea House &	MI	\$495,853	Executive Director	\$23,074	\$26,503	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	160 organizations. Compensation range \$1,721–\$174,069; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$469,675); for reference, expenses \$486,625 and assets \$3,026,189.
ROLE MATCH	Peter Grilli, reported title " <i>CLERK</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 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	99 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 (Peter Grilli) 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 160 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$193,257 is reasonable (approximately the 100th 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.