

Well Beyond Academics Inc

Executive Director / CEO

EIN 811527848

CA · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jenene Slatt, Executive Director / CEO** (\$83,865) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

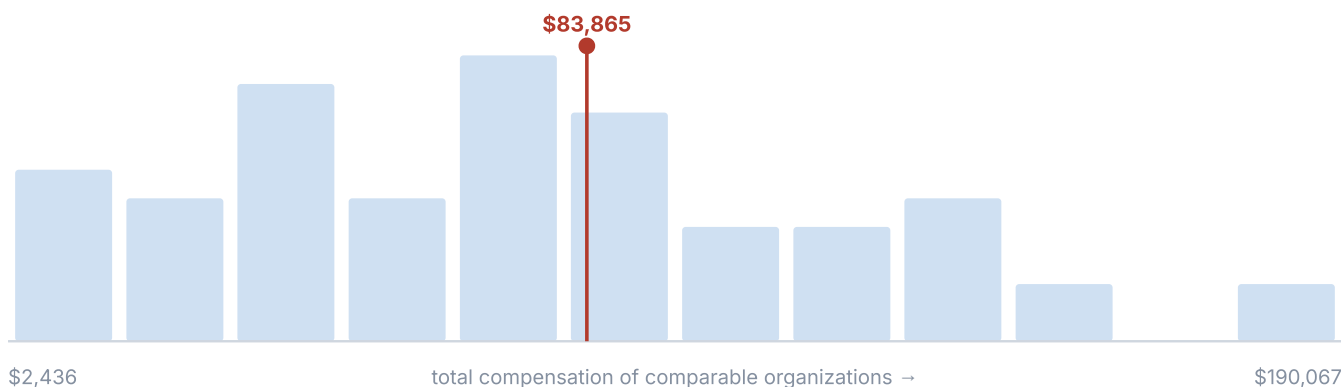
Benchmarked executive: Jenene Slatt — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$319,273 and \$714,790 — 0.67x to 1.50x the subject's \$476,527 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + CA + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,263	\$39,892	\$72,000	\$100,039	\$131,142	\$83,865
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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
Hacker Dojo	CA	\$466,493	Executive Director	\$100,000	\$100,000	2024
Cecilia Place Homes Inc	CA	\$465,859	President	\$34,547	\$34,547	2024
Hannah Project Partnership For Academic Achievement	CA	\$463,193	Execurive Director	\$78,000	\$80,304	2023
Jose Valdes Math Foundation	CA	\$463,096	Executive Director	\$105,000	\$105,000	2024
Long Beach City College Auxiliary Inc	CA	\$456,103	Director Bss	\$176,912	\$182,137	2023
Kitty Bungalow	CA	\$497,960	Executive Dir.(from 5/23 To 9/23)	\$69,315	\$71,362	2023
Blue Dot Education	CA	\$504,424	Executive Director/ceo	\$13,270	\$13,270	2024
California Indian Education For All	CA	\$505,690	Ceo	\$5,500	\$5,500	2024
Entrusted Legacy	CA	\$514,260	Executive Dir.	\$44,000	\$45,300	2023
5g Expanded Learning Inc	CA	\$518,329	Ceo/director	\$152,528	\$157,033	2023
Southern California Soaring Academyinc	CA	\$428,796	President	\$60,000	\$61,772	2023
Magnolia Global Academy For Leaders	CA	\$420,262	Executive Di	\$78,334	\$76,315	2025
Create Now Inc	CA	\$533,527	Ceo	\$64,000	\$64,000	2024
Woven Learning And Technology	CA	\$418,850	President	\$94,500	\$94,500	2024
Bounce Back Generation	CA	\$539,956	President	\$120,888	\$124,459	2023
Children's Bureau Palmdale	CA	\$540,741	President	\$33,035	\$33,035	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Givethx Inc	CA	\$543,398	Executive Director & Member	\$132,750	\$129,328	2025
Young Athletes For Christ Inc	CA	\$545,493	Ceo	\$72,000	\$72,000	2024
California Foundation For History	CA	\$405,028	Director	\$60,851	\$60,851	2024
Squashdrive	CA	\$549,021	Executive Di	\$144,687	\$140,957	2025
Fred T Korematsu Institute	CA	\$402,608	Executive Director	\$92,083	\$92,083	2024
Moneta Gardens Improvement Inc	CA	\$551,644	President & Ceo	\$40,500	\$39,456	2025
La Biotech Center	CA	\$400,879	Executive Director	\$66,667	\$66,667	2024
Homeownership Oc	CA	\$398,009	Executive Director	\$94,060	\$94,060	2024
Wild Child Play Inc	CA	\$558,216	Secretary	\$92,900	\$92,900	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.

Sample, role match & sensitivity

PEER COUNT	60 organizations. Compensation range \$2,436–\$190,067; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$476,527); for reference, expenses \$475,244 and assets \$72,504.
ROLE MATCH	Jenene Slatt, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	60 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	55 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 (Jenene Slatt) 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 60 similarly situated organizations (Same NTEE sector (B90) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,865 is reasonable (approximately the 60th 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.