

Onmain Inc

Executive Director / CEO

EIN 832877212
 OH · NTEE S30
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Emile Lachance, Executive Director / CEO** (\$42,799) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Emile Lachance — reported title "President/COO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S30).

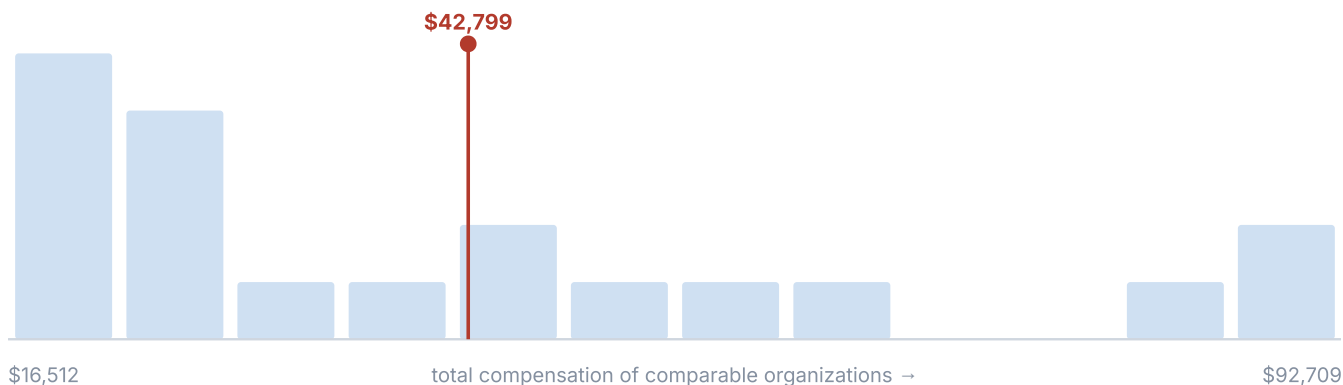
BUDGET Total revenue between \$44,666 and \$100,000 — 0.67x to 1.50x the subject's \$66,667 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,657	\$22,984	\$32,522	\$53,944	\$84,832	\$42,799
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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 OH 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
Dawson Co Economic Development Council	MT	\$66,093	Executive Director	\$28,500	\$28,173	2024
Regional Economic Development And Energy	NY	\$60,050	President	\$106,965	\$88,640	2024
Innovation Fund America Inc	OH	\$75,113	Treasurer	\$17,000	\$16,512	2024
Wake Forest Innovation Quarter Cdc	NC	\$75,240	Director & President	\$56,067	\$54,697	2023
Grants Mainstreet Project	NM	\$75,786	Executive Dire	\$26,017	\$25,000	2025
Barrio Logan Association	CA	\$77,320	Director	\$53,800	\$42,603	2024
The Partnership Foundation Inc	MS	\$55,821	Secretary	\$20,071	\$20,500	2024
Advancect Foundation Inc	CT	\$52,816	President	\$24,386	\$20,968	2024
Borderplex Community Capital Inc	TX	\$80,591	President & Ceo	\$91,437	\$83,880	2024
Pidc Financing Corporation	PA	\$51,975	Executive Vice President	\$72,708	\$66,493	2024
Community Development Fund Of Utah	UT	\$81,669	Chief Executive Officer	\$27,320	\$26,400	2023
Orleans County Local Development	NY	\$82,917	C.e.o./c.f.o.	\$23,698	\$19,638	2024
Lakewood Heritage Foundation	MN	\$50,095	President	\$21,699	\$19,662	2024
Caldwell 2020 Inc	NC	\$50,000	President & Ceo	\$46,200	\$42,649	2025
Overland Park Chamber Foundation	KS	\$85,551	President	\$32,826	\$32,522	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dewitt County Development Council	IL	\$45,776	Executive Dir.	\$42,470	\$37,303	2025
Lincoln Economic Advancement &	IL	\$94,896	Ceo	\$99,879	\$92,709	2023
Vergennes Partnership Inc	VT	\$96,959	Executive Director	\$27,560	\$25,439	2024
Greenfield Main Street Inc	IN	\$99,764	Executive Director	\$55,000	\$53,190	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH cost of living and 2023 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 OH 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	19 organizations. Compensation range \$16,512–\$92,709; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$66,667); for reference, expenses \$827,986 and assets \$4,104,663. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Emile Lachance, reported title " <i>President/COO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	68th
Total compensation (D + F), as reported (no adjustments)	58th

 Reportable pay only (column D), adjusted
0th

 All sources (D + E + F), adjusted
89th

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 (Emile Lachance) 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 19 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,799 is reasonable (approximately the 68th 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.