

Japan America Society Of Colorado

Executive Director / CEO

EIN 841125146

CO · NTEE Q200

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Claudine Locascio, Executive Director / CEO** (\$91,264) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Q200).

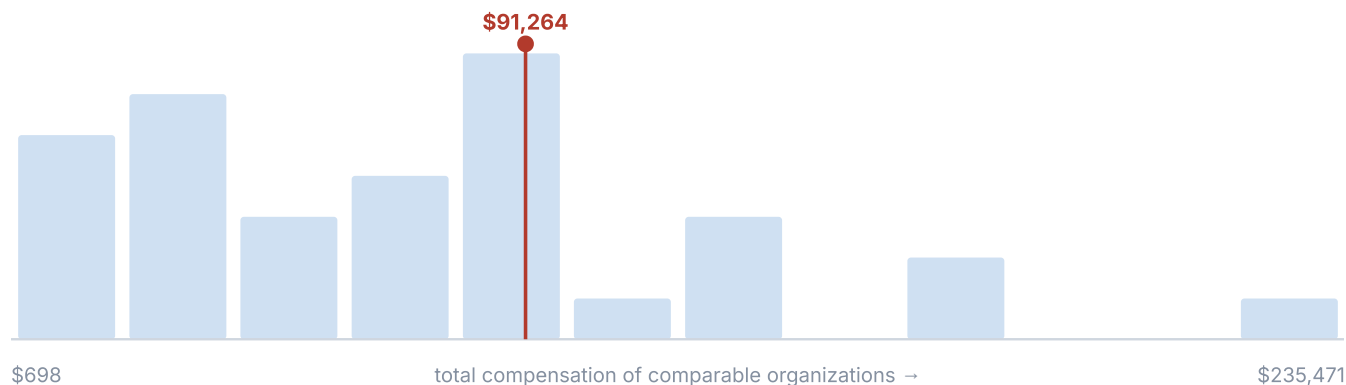
BUDGET Total revenue between \$218,420 and \$489,000 — 0.67x to 1.50x the subject's \$326,000 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q20), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography

→ **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,692

\$28,215

\$71,280

\$96,803

\$132,013

\$91,264



● 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 CO 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
Japan-american Society	OH	\$325,902	Executive Di	\$30,227	\$32,528	2025
Identity Mission	NC	\$326,517	President	\$24,470	\$27,147	2023
The Fountain For The Natural	OR	\$322,044	President	\$700	\$698	2023
Love Must Act Inc	KY	\$335,584	President	\$25,500	\$28,571	2024
The Tamarindo Foundation Inc	IN	\$346,182	Executive Director	\$120,753	\$132,802	2024
Global Philadelphia Associaton Inc	PA	\$349,036	President	\$110,000	\$117,779	2023
Interfaith Peace Builders	DC	\$293,845	Managing Director (Thru 11/22)	\$78,218	\$73,696	2023
Gulf Coast Citizen Diplomacy Council Inc	FL	\$291,084	Executive Director	\$70,965	\$69,525	2024
Idti Inc	FL	\$284,476	International Consultant	\$127,500	\$124,913	2024
Tulsa Global Alliance	OK	\$283,856	Executive Director	\$36,755	\$42,208	2024
Macgillivray Freeman Films Educational	CA	\$275,528	Co-executive Director	\$16,500	\$14,859	2024
Arbol De Vida	TX	\$376,552	President	\$42,000	\$42,685	2025
Manhattan His Association	KS	\$265,413	Executive Director/secretary	\$65,500	\$71,895	2025
The Japan America Society Of Kentucky	KY	\$391,431	Executive Director	\$81,565	\$94,088	2023
Just Foreign Policy	DC	\$397,148	Executive Director	\$94,167	\$88,723	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Osgood Center For International Studies	DC	\$241,075	President	\$75,000	\$70,664	2023
Santa Cruz Breakers Inc	CA	\$238,817	Board Member	\$30,000	\$26,320	2025
Civil Society Institute Inc	MA	\$413,467	President & Exec. Director	\$251,262	\$235,471	2024
Damou Christian Mission Inc	IN	\$236,641	Field Director	\$22,300	\$25,250	2023
Oxford Consortium For Human Rights Inc	CT	\$232,113	Treasurer (Former)	\$10,000	\$9,778	2024
Inside The Middle East Inc	MD	\$230,928	President	\$15,350	\$15,408	2023
American Mandarin Society	VA	\$421,218	Executive Di	\$84,000	\$87,082	2023
The Hyogo Business & Cultural Center	WA	\$225,136	Executive Director	\$107,805	\$98,063	2025
Japan America Society Of So California	CA	\$428,314	Executive Director	\$19,681	\$18,247	2023
Aice Inc	MD	\$223,203	Executive Director	\$166,818	\$162,648	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 32 organizations. Compensation range \$698–\$235,471; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$326,000); for reference, expenses \$312,987 and assets \$391,406.

ROLE MATCH Claudine Locascio, reported title "*Executive Director*", 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	66 th
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	66 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 (Claudine Locascio) 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 32 similarly situated organizations (Same NTEE sector (Q20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,264 is reasonable (approximately the 66th 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.