

Bee Area Partnership Inc

Executive Director / CEO

EIN 842893545

TX · NTEE S31

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Randy Seitz, Executive Director / CEO** (\$143,750) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

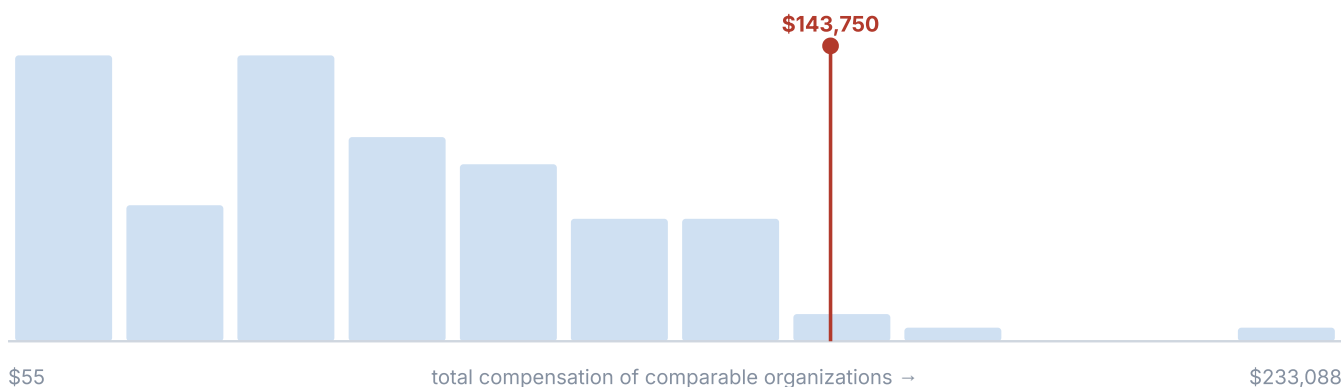
Benchmarked executive: Randy Seitz — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (S31). |
| BUDGET | Total revenue between \$225,203 and \$504,187 — 0.67x to 1.50x the subject's \$336,125 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue. |

102 organizations qualified on sector, size, and geography → **102** within the band from the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|---------|----------|----------|----------|-----------|-----------|
| \$8,563 | \$27,746 | \$55,498 | \$89,614 | \$121,956 | \$143,750 |
|---------|----------|----------|----------|-----------|-----------|



● 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 TX 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 |
|--|-------|-----------|-----------------------|-----------------|------------------|------|
| West Line Corridor Collaborative | CO | \$337,562 | Executive Director | \$108,000 | \$100,556 | 2024 |
| West Lakes Partnership Inc | FL | \$339,188 | Executive Di | \$89,000 | \$81,185 | 2024 |
| Washington Heights And Inwood | NY | \$332,663 | Executive Director | \$115,195 | \$104,061 | 2023 |
| Renewable Manufacturing Gateway | PA | \$340,108 | Executive Director | \$87,400 | \$84,632 | 2024 |
| Penn's Northeast Inc | PA | \$332,073 | President/ceo | \$140,538 | \$132,578 | 2025 |
| Springfield Cultural Partnership Inc | MA | \$340,593 | Exec Director | \$93,855 | \$79,783 | 2025 |
| St Bernard Economic Development Foundat | LA | \$343,130 | Ceo | \$130,500 | \$143,653 | 2023 |
| Vaya Verde | NM | \$328,170 | Executive Di | \$68,731 | \$73,901 | 2023 |
| Plano Improvement Corporation | TX | \$344,804 | President | \$63,191 | \$61,378 | 2024 |
| Brightwood Development Corporation | MA | \$327,011 | Clerk | \$16,300 | \$14,643 | 2023 |
| Opportunity Transformation Investments | IL | \$326,850 | President | \$30,240 | \$28,867 | 2024 |
| The Urban Conservancy | LA | \$346,884 | Executive Director | \$106,463 | \$113,832 | 2024 |
| Regional Economic Development | PA | \$323,611 | President | \$67,544 | \$65,404 | 2024 |
| Stockyards Preservation Foundation Of Fort Worth | TX | \$349,457 | Secretary & Treasurer | \$6,000 | \$5,828 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|---------------------------|-----------------|------------------|------|
| Havenwoods Neighborhood Partnership Inc | WI | \$349,541 | Executive Director | \$86,084 | \$89,875 | 2023 |
| The Experience Community Development Corp | CA | \$353,065 | Crawford, Director | \$51,624 | \$43,285 | 2024 |
| Algiers Economic Development Foundation | LA | \$318,937 | Former Executive Director | \$72,042 | \$75,042 | 2025 |
| Okmulgee Area Development Corp | OK | \$354,623 | Former Exec Dir | \$25,600 | \$27,372 | 2024 |
| Forward Foundation Inc | WI | \$356,970 | President (Until 3/1/24) | \$6,011 | \$5,938 | 2025 |
| Aerozone Alliance | OH | \$314,982 | Executive Director | \$226,641 | \$233,088 | 2024 |
| Redec Relending Corporation | NY | \$357,766 | President | \$9,491 | \$8,328 | 2024 |
| Pederec Inc | VA | \$308,373 | Director | \$58,420 | \$54,772 | 2024 |
| Borderplex Bi-national Economic | TX | \$365,089 | Ceo | \$13,770 | \$13,375 | 2024 |
| District 6 Planning Council | MN | \$365,848 | Executive Director | \$92,872 | \$89,108 | 2024 |
| Your Store Of The Queen City | OH | \$305,411 | Executive Director | \$8,762 | \$9,277 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **102** organizations. Compensation range \$55–\$233,088; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$336,125); for reference, expenses \$277,408 and assets \$67,745.

| | |
|------------------------|--|
| ROLE MATCH | Randy Seitz, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 19 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 | 98 th |
| Total compensation (D + F), as reported (no adjustments) | 96 th |
| Reportable pay only (column D), adjusted | 98 th |
| All sources (D + E + F), adjusted | 86 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 (Randy Seitz) 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 102 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$143,750 is reasonable (approximately the 98th 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.