

10 Academy Corp

Executive Director / CEO

EIN 863368596

CA · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Arun Sharma, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Arun Sharma — reported title “Managing Director”, 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 \$64,043 and \$143,380 — 0.67x to 1.50x the subject's \$95,587 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography

→ **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,379	\$8,100	\$23,445	\$40,073	\$68,212	\$42,000
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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
Center For Community Dispute Settlement	CA	\$95,927	Executive-director	\$8,100	\$8,100	2024
Academic Abundance Inc	NC	\$95,137	Executive Di	\$9,047	\$10,826	2024
Stars Math And English Academy	NC	\$93,755	Executive Director	\$10,534	\$12,605	2024
Hope United Community Development Corporation	MN	\$93,754	Executive Director	\$30,223	\$35,606	2023
Southwest Christian Academy	CA	\$97,710	Executive Director	\$16,255	\$16,255	2024
Maxmath Tutoring Online Puerto Rico Branch Inc	PR	\$93,174	Ceo	\$5,205	\$5,205	2024
Ekko Worship Alliance	CO	\$92,468	Secretary/tr	\$21,108	\$22,835	2025
Mscbs Support Corporation	NE	\$99,990	President	\$6,137	\$7,447	2025
Youth Development Resource Center	CA	\$90,892	Chairman	\$26,725	\$26,725	2024
Maxmath Tutoring Online Inc New York Branch	NY	\$89,929	Ceo	\$5,188	\$5,429	2024
King's Kids Foundation Inc	AL	\$89,077	Executive Di	\$36,000	\$45,040	2024
United States Earth Science	OK	\$102,526	Executive Di	\$29,162	\$37,187	2024
Minnesota Trucking Association	MN	\$103,488	President	\$14,000	\$16,494	2023
Maxmath Tutoring Online Inc Texas Branch	TX	\$87,172	Executive Director	\$5,205	\$6,030	2024
Maxmath Tutoring Online South Carolina Branch	SC	\$86,937	Ceo	\$5,205	\$6,288	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maxmath Tutoring Online Maryland Branch Inc	MD	\$86,664	Executive-director	\$5,205	\$5,635	2024
Denver Center For International Studies Foundation	CO	\$86,353	Executive Director	\$54,750	\$60,797	2024
Bay Area Financial Educ Foundation	CA	\$86,047	Executive Director	\$31,350	\$31,350	2024
Totally Local Vc Agricultural Education Foundation	CA	\$106,012	President, Treasurer, Director	\$19,000	\$19,000	2024
The Human Potential Center	TX	\$107,137	Executive Director	\$4,244	\$5,061	2023
Uncw Corporation li	NC	\$83,356	President	\$46,916	\$54,693	2025
Confrerie De La Chaine Des Rotisseurs	NJ	\$108,104	Executive Director	\$16,971	\$17,548	2024
Mosaic Housing Corp Xxii - Logan	NE	\$108,255	President	\$26,896	\$33,501	2024
Cas Foundation Inc	CT	\$111,311	Executive Dir.	\$30,483	\$34,076	2023
Alabama Association For Supervision And	AL	\$111,360	Ex Director	\$26,000	\$33,490	2023

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 **65** organizations. Compensation range \$2,863–\$267,698; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$95,587); for reference, expenses \$253,130 and assets \$440,825. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Arun Sharma, reported title " <i>Managing Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 peers 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	77 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	68 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 (Arun Sharma) 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 65 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 77th 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.