

# Edhec America Inc

Executive Director / CEO

EIN 872899394

CA · NTEE B80

FY ending 2023-08-31

June 10, 2026

This analysis benchmarks the total compensation of **Patricia Vinant, Executive Director / CEO** (\$194,740) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Patricia Vinant — reported title "SECRETARY, EXECUTIVE DIREC", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B80).

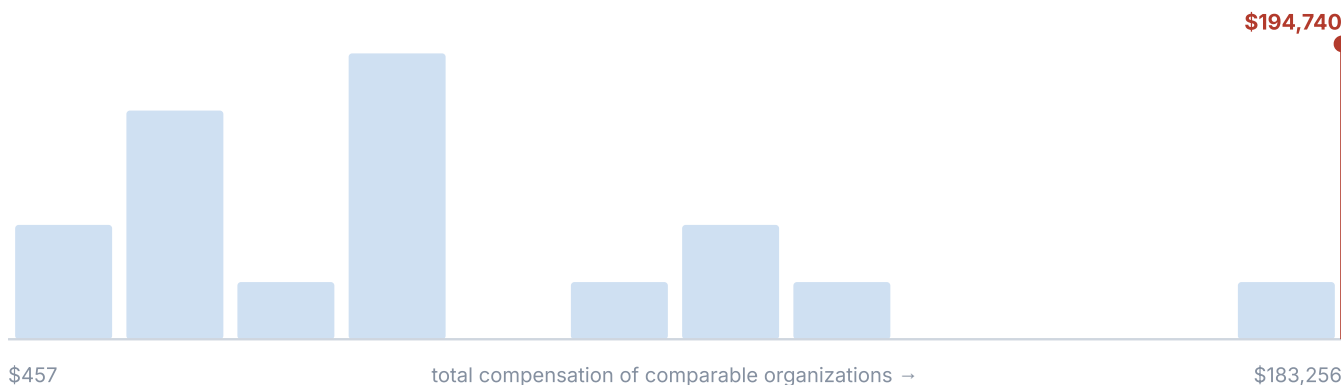
**BUDGET** Total revenue between \$267,844 and \$599,652 — 0.67x to 1.50x the subject's \$399,768 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B80) + CA + budget 0.67–1.5x revenue.

**17** organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$15,541</b>	<b>\$27,196</b>	<b>\$47,314</b>	<b>\$87,127</b>	<b>\$105,182</b>	<b>\$194,740</b>
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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
<a href="#">California Language Teachers Assoc</a>	CA	\$375,762	Executive Di	\$20,000	<b>\$19,426</b>	2024
<a href="#">Bay Area Urban Debate Commission</a>	CA	\$372,624	Executive Dir.	\$120,000	<b>\$120,000</b>	2023
<a href="#">Las Floristas Inc</a>	CA	\$430,769	Executive Di	\$50,000	<b>\$47,314</b>	2025
<a href="#">Loving Savior Lutheran Chinese School</a>	CA	\$433,875	Ceo	\$28,363	<b>\$28,363</b>	2023
<a href="#">International House Davis</a>	CA	\$451,451	Executive Dir.	\$98,119	<b>\$95,304</b>	2024
<a href="#">Growing Outreach Growing Opportunités</a>	CA	\$346,188	Chair/ Executive Director	\$21,491	<b>\$20,874</b>	2024
<a href="#">Homework Central</a>	CA	\$338,432	Executive Dir.	\$59,000	<b>\$59,000</b>	2023
<a href="#">Nature Track Foundation Inc</a>	CA	\$465,833	President & Ceo	\$62,550	<b>\$60,755</b>	2024
<a href="#">Curieux Academic Journal</a>	CA	\$323,512	Key Employee	\$44,000	<b>\$42,738</b>	2024
<a href="#">Lompoc Teen Center</a>	CA	\$303,847	Executive Director	\$46,172	<b>\$46,172</b>	2023
<a href="#">Shared Harvest Foundation Inc</a>	CA	\$298,640	President	\$94,635	<b>\$91,920</b>	2024
<a href="#">Intrax Foundation</a>	CA	\$502,297	Director	\$10,000	<b>\$9,713</b>	2024
<a href="#">Tools For Tomorrow Inc</a>	CA	\$522,964	Executive Director	\$92,074	<b>\$87,127</b>	2025
<a href="#">Making The Right Connections Inc</a>	CA	\$269,550	President & Ceo	\$27,999	<b>\$27,196</b>	2024
<a href="#">Associated Students Of Glendale College</a>	CA	\$536,154	Dean Of Sa	\$55,492	<b>\$55,492</b>	2023
<a href="#">Associated Students Of Sierra College</a>	CA	\$546,033	Assc Executive Vice President	\$470	<b>\$457</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Private School Axis</a>	CA	\$581,885	Ceo	\$183,256	<b>\$183,256</b>	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 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 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	17 organizations. Compensation range \$457–\$183,256; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$399,768); for reference, expenses \$441,851 and assets \$188,689.
ROLE MATCH	Patricia Vinant, reported title " <i>SECRETARY, EXECUTIVE DIREC</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	94 <sup>th</sup>

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

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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 (Patricia Vinant) 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 10, 2026, comparing compensation against 17 similarly situated organizations (Same NTEE sector (B80) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$194,740 is reasonable (approximately the 100<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.