

# Alpha Omega Kappa Inc

Executive Director / CEO

EIN 873908258

NV · NTEE P12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jeehee Kim, Executive Director / CEO** (\$32,000) against **every comparable organization** that fit the selection criteria — **373** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jeehee Kim — reported title “VP, TREASURER, SECRETARY,”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

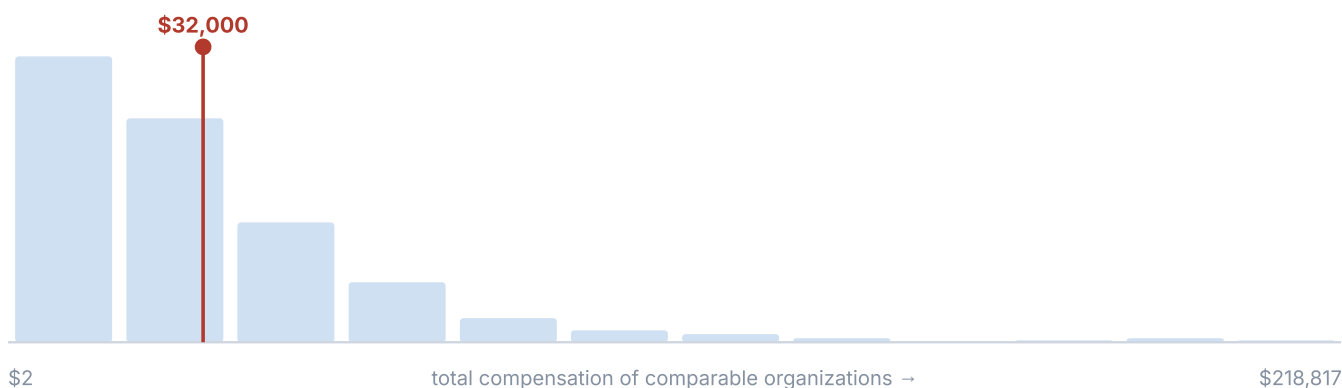
**SECTOR** Organizations sharing the subject's NTEE classification (P12).

**BUDGET** Total revenue between \$44,326 and \$99,238 — 0.67x to 1.50x the subject's \$66,159 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**373** organizations qualified on sector, size, and geography → **373** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$5,192	\$12,333	\$23,602	\$41,325	\$61,694	\$32,000
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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 NV 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="#">Vesta Severn Inc</a>	MD	\$66,228	President	\$21,417	<b>\$19,975</b>	2024
<a href="#">Get America Working Inc</a>	VA	\$66,075	President	\$53,090	<b>\$52,650</b>	2023
<a href="#">Wilmington Hope House</a>	OH	\$66,254	Director	\$19,544	<b>\$20,651</b>	2024
<a href="#">One Percent For America Inc</a>	MA	\$65,994	Ceo & Ex-officio Board Member	\$244,082	<b>\$218,817</b>	2024
<a href="#">Im Young And Empowered Inc</a>	NV	\$66,379	Secretary	\$31,800	<b>\$32,739</b>	2023
<a href="#">Independence House</a>	VA	\$66,389	Executive Director	\$15,818	<b>\$15,237</b>	2024
<a href="#">Francis Foundation Inc</a>	VT	\$66,407	Executive Director	\$115,126	<b>\$115,603</b>	2024
<a href="#">New Beginnings Outreach Inc</a>	NY	\$65,814	President	\$11,000	<b>\$9,916</b>	2024
<a href="#">Infinity Equine Therapy Inc</a>	NJ	\$65,726	Secretary	\$3,200	<b>\$2,850</b>	2024
<a href="#">Floyd Kress Inc</a>	MD	\$65,705	President	\$20,272	<b>\$19,466</b>	2023
<a href="#">Diaper Bank Of Greater Cleveland</a>	OH	\$66,633	Executive Director	\$26,000	<b>\$28,284</b>	2023
<a href="#">Lewis County Senior Citizens Inc</a>	TN	\$66,770	Executive Director	\$25,000	<b>\$26,216</b>	2024
<a href="#">Mohonk Education &amp; Neuropsychological Foundation Inc</a>	CT	\$65,483	Executive Director	\$17,917	<b>\$16,759</b>	2024
<a href="#">Gateway Apartments Inc</a>	AR	\$66,915	Executive Director	\$21,642	<b>\$24,986</b>	2023
<a href="#">Family Ministries Of America Inc</a>	NC	\$65,398	Executive Director	\$50,000	<b>\$51,541</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Peaceful Knights Inc</a>	PA	\$66,941	Executive Director	\$6,000	<b>\$6,145</b>	2023
<a href="#">Connecting Paths Pr Inc</a>	PR	\$66,966	Employer	\$23,300	<b>\$24,972</b>	2022
<a href="#">By Provision</a>	AL	\$65,242	Executive Di	\$44,300	<b>\$49,156</b>	2023
<a href="#">Loaves And Fishes International Inc</a>	FL	\$65,242	Asst Manager	\$24,000	<b>\$23,157</b>	2023
<a href="#">Wellness Works Inc</a>	AK	\$65,228	President	\$7,364	<b>\$7,024</b>	2024
<a href="#">The Servants Portion Inc</a>	OH	\$65,224	Director	\$6,800	<b>\$7,185</b>	2024
<a href="#">United Way Of Central Mo Foundation</a>	MO	\$65,045	President	\$3,603	<b>\$3,807</b>	2024
<a href="#">Schuyler Ministerial Association</a>	NE	\$67,286	Director	\$20,200	<b>\$21,675</b>	2024
<a href="#">Malayaka House Inc</a>	VT	\$67,288	President	\$35,000	<b>\$35,145</b>	2024
<a href="#">Casa De Mariposa</a>	NM	\$67,355	Executive Director	\$6,000	<b>\$6,438</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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** 373 organizations. Compensation range \$2–\$218,817; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$66,159); for reference, expenses \$94,544 and assets \$569,344. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Jeehee Kim, reported title "VP, TREASURER, SECRETARY," benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	125 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	77 <sup>th</sup>
All sources (D + E + F), adjusted	43 <sup>rd</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

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 (Jeehee Kim) 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 373 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,000 is reasonable (approximately the 64<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 9, 2026.