

C'est Bon Music Inc

Executive Director / CEO

EIN 874629695

CA · NTEE A68

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Vicky Wang, Executive Director / CEO** (\$14,300) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Vicky Wang — 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 (A68).

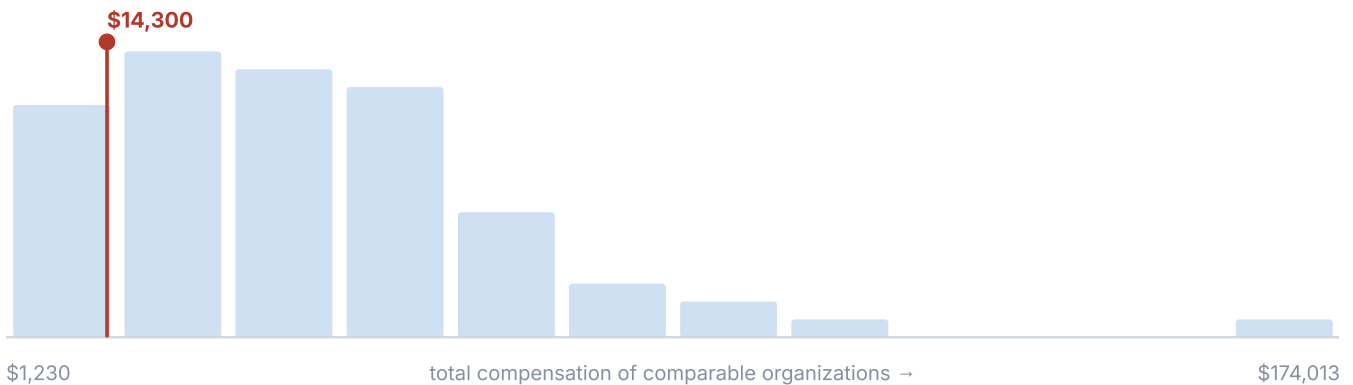
BUDGET Total revenue between \$104,893 and \$234,835 — 0.67x to 1.50x the subject's \$156,557 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography

→ **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,428	\$19,211	\$37,724	\$51,819	\$67,408	\$14,300
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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
One Heart Beat Inc	GA	\$156,857	Co-founder & Executive Dir	\$50,000	\$58,221	2024
Seasun Theatre Artist Group	CA	\$157,161	Director	\$6,940	\$7,145	2023
Alleghany Jam	NC	\$155,028	Executive Director	\$53,791	\$62,707	2025
Detroit Performing Artists Inc	MI	\$153,760	Executive Di	\$21,186	\$26,073	2023
Cleveland Rocks Past Present And Future	OH	\$159,775	Key Employee	\$15,600	\$19,700	2023
Bach Aria Soloists Inc	MO	\$160,884	Executive Artistic Director	\$58,099	\$73,368	2023
Oil Region Music Preservation Museum	PA	\$162,981	Director	\$42,000	\$48,505	2024
Beale Street Caravan Inc	TN	\$163,951	Exec. Dir.	\$48,750	\$61,096	2023
International Association Of Music Libraries Archives & Documentation	WI	\$164,970	Secretary General	\$2,165	\$2,618	2024
Camfel Productions Inc	CA	\$166,635	President	\$53,677	\$53,677	2024
Songs Of Solomon An Inspirational Ensemble Inc	NY	\$146,131	President	\$24,412	\$26,301	2023
Composers Now Inc	NY	\$145,117	Board Chair Artistic Director	\$34,275	\$35,868	2024
St Marys Music Academy	NC	\$170,173	Director	\$33,000	\$39,488	2024
Tunefoolery Music Inc	MA	\$170,482	Sec. (From 11/2024) (Treas. Prior)/co-exec. Dir.	\$13,060	\$13,240	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Women In The Arts Inc National Womens	IL	\$170,731	President	\$2,800	\$3,282	2023
The Coleman Chamber Music Association	CA	\$171,101	Executive Director	\$85,273	\$85,273	2024
Indexical Inc	CA	\$171,200	Executive Di	\$48,954	\$48,954	2024
Texas Early Music Project	TX	\$172,531	Artistic Director	\$24,550	\$32,920	2021
Laguna Beach Live	CA	\$174,133	Ceo	\$42,000	\$42,000	2024
York County Honors Choirs Inc	PA	\$137,484	Executive Director	\$26,000	\$30,027	2024
William Lewis School Of Opera	TX	\$135,149	Vice President	\$36,000	\$41,704	2024
Korea Music Foundation Inc	NY	\$132,970	President	\$3,000	\$3,233	2023
Alice And Eleonore Schoenfeld	CA	\$132,945	Ceo	\$60,000	\$60,000	2024
Alabama June Jam Inc	AL	\$180,835	Executive Officer	\$75,000	\$91,415	2025
Capitol Hill Jazz Foundation	DC	\$181,291	Executive Di	\$46,519	\$48,671	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 72 organizations. Compensation range \$1,230–\$174,013; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$156,557); for reference, expenses \$140,566 and assets \$142,799.

ROLE MATCH	Vicky Wang, reported title "CEO", 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	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	18 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	18 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 (Vicky Wang) 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 72 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,300 is reasonable (approximately the 18th 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.