

Arc Dance Productions Inc

Executive Director / CEO

EIN 911976719

WA · NTEE A62

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Marie Chong, Executive Director / CEO** (\$100,000) against **every comparable organization** that fit the selection criteria — **104** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

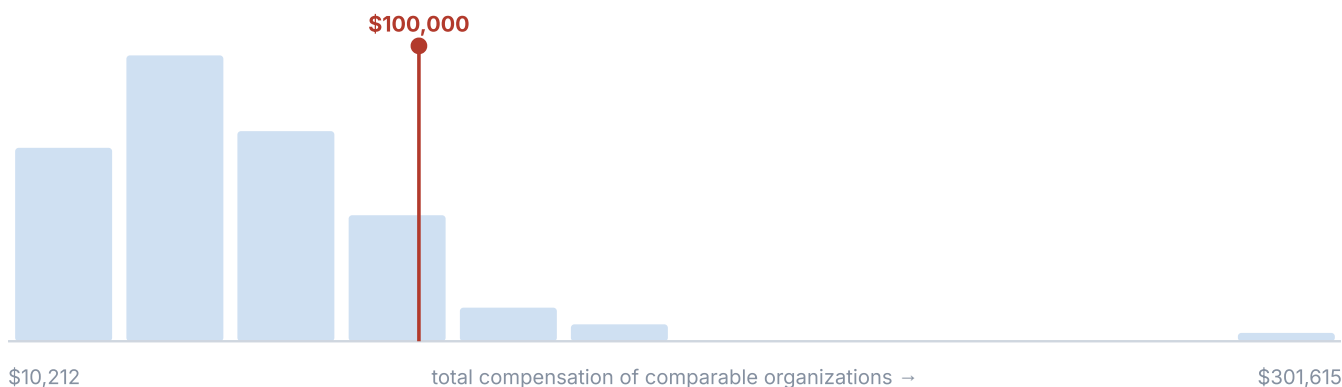
Benchmarked executive: Marie Chong — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

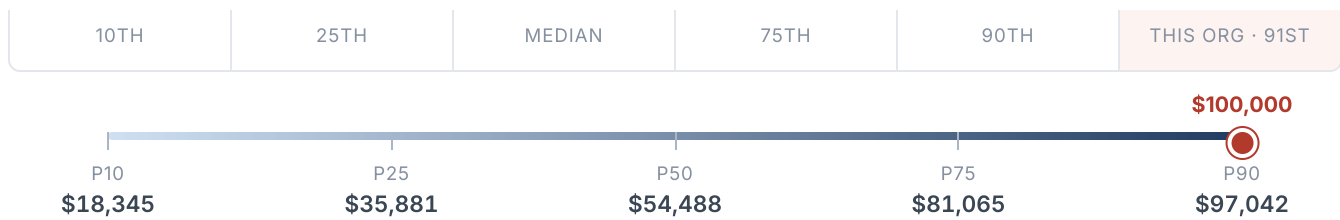
SECTOR	Organizations sharing the subject's NTEE classification (A62).
BUDGET	Total revenue between \$291,522 and \$652,662 — 0.67x to 1.50x the subject's \$435,108 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

104 organizations qualified on sector, size, and geography → **104** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,345	\$35,881	\$54,488	\$81,065	\$97,042	\$100,000
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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 WA 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
Pennsylvania Regional Ballet	PA	\$435,993	Executive Director	\$38,500	\$42,883	2024
Dance Entropy Inc	NY	\$433,896	Advisor	\$97,300	\$95,673	2025
Carolina Dance Collaborative	SC	\$436,657	Executive Director	\$32,680	\$38,080	2024
Esquina Tango Cultura Society	TX	\$437,022	Exec Director	\$49,436	\$55,234	2024
Kalapriya Foundation Center For Indian	IL	\$437,349	Executive Director	\$54,677	\$60,040	2024
Backhausdance	CA	\$430,632	Officer/artistic Director	\$25,425	\$25,246	2023
Chinese Performing Arts Of America	CA	\$440,711	Executive Dir	\$36,000	\$35,746	2023
Ice Dance International	ME	\$442,975	Chair/presid	\$60,764	\$66,209	2025
Dances For A Variable Population Inc	NY	\$445,656	Board Member/executive Director	\$69,054	\$71,755	2023
Mutual Dance Theatre And Arts Centers	OH	\$419,726	Artistic & Executive Director	\$42,000	\$49,686	2024
Clancy Works Inc	MD	\$419,476	Executive Director	\$55,184	\$59,327	2023
Indianapolis Dance Company DbA Gregory	IN	\$418,982	Executive Dir.	\$48,111	\$56,669	2024
Dmf Youth Inc	NY	\$417,709	Executive Director, Member	\$69,200	\$71,906	2023
Inlet Dance Theatre	OH	\$455,443	Executiveartistic Director	\$60,498	\$71,570	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greensboro Ballet Inc	NC	\$410,978	Executive Director	\$40,380	\$46,602	2024
California Dance Institute	CA	\$410,669	Director	\$44,180	\$41,512	2025
Cubacaribe	CA	\$405,942	Board Member	\$101,115	\$97,523	2024
Senderos	CA	\$403,770	Executive Dir.	\$20,625	\$20,480	2023
Philadelphia Dance Theatre Inc	PA	\$466,665	Artistic Direct	\$70,700	\$81,075	2023
Dance Fremont	WA	\$403,095	Executive Dir.	\$39,654	\$39,654	2024
Regina Klenjoski Dance Company	CA	\$402,715	Executive Dir.	\$42,000	\$40,508	2024
New York Dance Theatre Inc	NY	\$401,286	Executive Artistic Director	\$43,333	\$43,736	2024
Owen Cox Dance Group	MO	\$400,991	Artistic Director	\$33,875	\$41,259	2023
Dance Camera West	CA	\$399,106	Executive Dir.	\$29,507	\$29,300	2023
Audience Architects Nfp	IL	\$397,881	Executive Dir.	\$75,320	\$82,707	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 **104** organizations. Compensation range \$10,212–\$301,615; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$435,108); for reference, expenses \$409,695 and assets \$504,669.

ROLE MATCH Marie Chong, reported title "*Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board**

should confirm this is a comparable role.

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	91 st
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	91 st

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 (Marie Chong) 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 104 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,000 is reasonable (approximately the 91st 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 10, 2026.