

Hollywood Ballet

Executive Director / CEO

EIN 932018680

CA · NTEE A63

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Petra Conti, Executive Director / CEO** (\$1,020) against **every comparable organization** that fit the selection criteria — **494** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Petra Conti — 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 (A63).
BUDGET	Total revenue between \$64,003 and \$143,290 — 0.67x to 1.50x the subject's \$95,527 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

494 organizations qualified on sector, size, and geography → **494** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,154	\$12,937	\$27,800	\$49,048	\$70,572	\$1,020
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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
Acting Naturally	PA	\$95,376	Director	\$13,874	\$16,023	2024
Fenton Art Glass Collectors Of America Inc	WV	\$95,316	Office Manager	\$32,463	\$41,908	2023
Pedro Cuban Pete Aguilar And Barbara C	FL	\$95,906	Chair/president	\$26,605	\$28,198	2025
Stage Aurora Theatrical Company Inc	FL	\$95,085	Executive Director	\$16,400	\$18,368	2023
The Palmetto Opera	SC	\$95,977	Treasurer	\$1,750	\$2,114	2024
Highlands Art League Inc	FL	\$95,039	Treasurer	\$3,720	\$4,338	2022
Mid America Transportation And	IA	\$96,077	Employee	\$24,000	\$30,432	2024
Upper Peninsula Arts And Culture Alliance	MI	\$94,878	Director	\$10,991	\$13,138	2024
Berlin And Beyond Inc	CA	\$96,436	Director	\$47,000	\$48,388	2023
Stuart Heritage Inc	FL	\$96,465	Recording Se	\$6,336	\$7,097	2023
Beverlys Exhibitions Corp	NY	\$96,523	Creative Director	\$6,100	\$6,572	2023
The Children's Center For Science &	OH	\$96,659	Executive Director - Non-voting	\$374	\$459	2024
Old Santa Fe Association Inc	NM	\$96,670	Executive Di	\$69,783	\$86,920	2024
Indigenous Peoples' Day Philly	PA	\$96,719	Cofounder, I	\$9,990	\$11,878	2023
American Society Of Military History Inc	CA	\$94,326	Director	\$40,000	\$41,181	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vedanta Institute Houston	TX	\$94,177	Director	\$8,500	\$10,137	2023
Focus On Children United For Success Inc	MD	\$96,901	Chairman	\$11,217	\$12,145	2024
Picco Music Academy Inc	CA	\$96,948	President	\$15,500	\$15,500	2024
Hopewell Valley Arts Council Inc	NJ	\$97,191	Executive Director	\$31,797	\$32,877	2024
St Albans Historical Society Inc	VT	\$97,194	Executive Director	\$34,154	\$38,785	2025
Small Wonder Puppet Theatre Inc	NY	\$97,235	Executive Director	\$55,215	\$57,781	2024
Pembina County Historical Society	ND	\$97,239	Museum Curator	\$11,036	\$14,025	2024
Southern Hills Arts Council	OH	\$97,274	Director Of Operations	\$15,000	\$18,942	2023
Historic St Mary's Mission Inc	MT	\$97,317	Executive Director	\$24,249	\$30,271	2024
Baptist History & Heritage Society	GA	\$93,677	Executive Di	\$18,500	\$22,178	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 **494** organizations. Compensation range \$1–\$516,234; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$95,527); for reference, expenses \$108,422 and assets \$26,247.

ROLE MATCH	Petra Conti, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	2 nd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	1 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 (Petra Conti) 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 13, 2026, comparing compensation against 494 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,020 is reasonable (approximately the 2nd 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 13, 2026.