

Spotlight Productions & Co Inc

Executive Director / CEO

EIN 933390079

MA · NTEE A62

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Erin Keith, Executive Director / CEO** (\$85,082) against **every comparable organization** that fit the selection criteria — **113** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

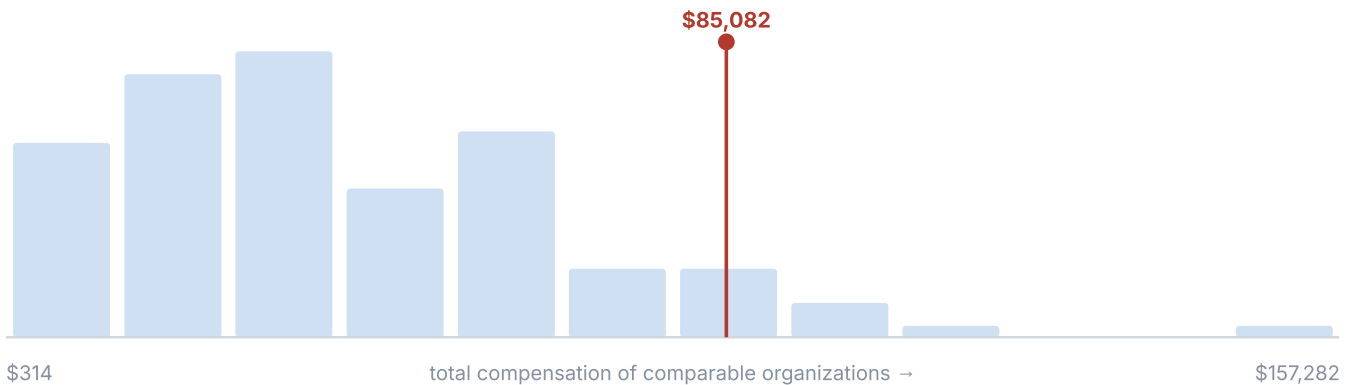
Benchmarked executive: Erin Keith — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A62).
BUDGET	Total revenue between \$161,818 and \$362,280 — 0.67x to 1.50x the subject's \$241,520 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

113 organizations qualified on sector, size, and geography → **113** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,831	\$19,619	\$35,794	\$55,948	\$70,604	\$85,082
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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 MA 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
Dalton Dance Company	GA	\$240,550	Board Member	\$13,900	\$15,553	2024
Developing Connections Northeast	OH	\$238,232	Executive Di	\$76,867	\$88,264	2025
West Florida Dance Company Booster Club Inc	FL	\$244,948	President	\$300	\$314	2024
Contact Arts	CA	\$244,950	Executive Dir.	\$18,786	\$18,585	2023
Positive Outcome Mentoring & Dance Inc	MD	\$237,831	Founder And Director	\$8,499	\$8,614	2025
Dance Studies Association	IL	\$236,904	Executive Director	\$50,797	\$55,574	2024
Encinitas Ballet Academy And Arts Center	CA	\$234,736	Ceo, Artistic Director	\$43,750	\$43,282	2023
Chicago Dance History Project	IL	\$249,068	Executive Director	\$75,000	\$82,053	2024
Cohesion Dance Project	MT	\$249,359	Artistic Director	\$30,000	\$35,987	2024
The Flame Foundation	TX	\$249,626	Pres/art Direct	\$30,382	\$33,820	2024
Jones-haywood Dance School Inc	DC	\$250,155	Ceo/artistic Dir	\$50,000	\$47,568	2025
Resilience Dance Company Stl	MO	\$232,570	Executive And Artistic Director	\$23,803	\$27,332	2025
Sjdanceco	CA	\$232,074	Artistic Director & Founder	\$7,200	\$7,123	2023
Blue 13 Dance Company Inc	CA	\$232,003	Executive Director	\$18,708	\$17,977	2024
Dance Augusta Inc	GA	\$231,610	President	\$9,900	\$11,077	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rejoice Diaspora Dance Theater	OR	\$231,453	President	\$23,869	\$24,667	2024
Circo Zero	CA	\$253,415	Artistic Director/treasurer	\$46,100	\$44,299	2024
Stockton Folk Dance Camp	CA	\$229,159	Director	\$2,700	\$2,594	2024
Alexander Academy Performing	HI	\$253,930	President	\$20,205	\$20,131	2024
Heather Wayne Dance Company	GA	\$254,178	President	\$16,970	\$18,988	2024
Lydia Johnson Dance Inc	NJ	\$254,743	Artistic Dir	\$69,014	\$68,570	2024
The Arte Flamenco Dance Theatre Inc	CA	\$227,916	President	\$24,814	\$24,549	2023
Jazz Of Yuma Inc	AZ	\$227,755	Executive Director	\$25,200	\$26,970	2024
Brockus Project Dance Company	CA	\$255,450	President	\$50,532	\$49,992	2023
Gafa Studios	NC	\$226,424	President	\$24,000	\$27,596	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **113** organizations. Compensation range \$314–\$157,282; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$241,520); for reference, expenses \$285,341 and assets \$70,237.

ROLE MATCH	Erin Keith, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	93 rd
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	93 rd

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 (Erin Keith) 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 113 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,082 is reasonable (approximately the 93rd 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.