

# Santa Clarita Ballet Company Inc

Executive Director / CEO

EIN 954582206

CA · NTEE A63

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carol Guidry, Executive Director / CEO** (\$51,500) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

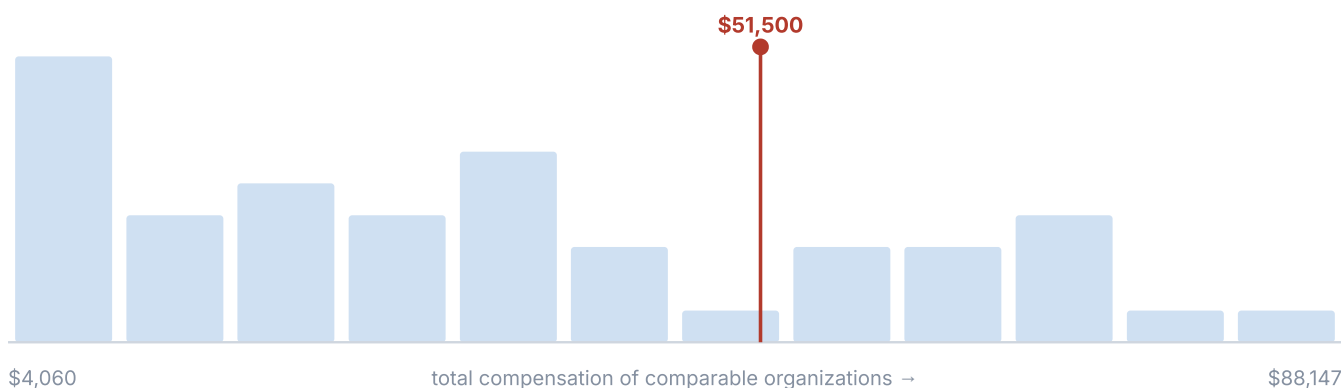
**Benchmarked executive:** Carol Guidry — reported title “Artistic Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A63).
BUDGET	Total revenue between \$179,421 and \$401,691 — 0.67x to 1.50x the subject's \$267,794 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A63), nationwide + budget 0.67–1.5x revenue.

**44** organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,322	\$16,271	\$31,462	\$54,354	\$69,022	\$51,500
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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
<a href="#">Fadeyev Ballet Inc</a>	NY	\$265,067	President	\$57,000	<b>\$58,111</b>	2025
<a href="#">Macomb Ballet Company</a>	MI	\$271,104	Artistic Dir	\$28,700	<b>\$34,306</b>	2024
<a href="#">Safe Haven Ballet</a>	NH	\$264,008	Executive Director	\$19,500	<b>\$21,468</b>	2023
<a href="#">Metropolitan Ballet Theatre Inc</a>	GA	\$275,350	Artistic Director	\$35,184	<b>\$39,913</b>	2025
<a href="#">Ballet Theatre Of Lexington Inc</a>	KY	\$258,849	Director/employee	\$41,625	<b>\$50,455</b>	2025
<a href="#">International Rythmic Gymnastics-ext Mail</a>	WA	\$256,402	President	\$14,256	<b>\$14,781</b>	2024
<a href="#">Kansas School Of Classical Ballet Inc</a>	KS	\$252,283	Executive Director	\$24,000	<b>\$29,252</b>	2025
<a href="#">Ballet Repertory Theatre Of New Mexico</a>	NM	\$288,188	Executive & Artist Director	\$53,333	<b>\$66,430</b>	2024
<a href="#">Ballet Theatre Of Carmel Academy Ltd</a>	IN	\$291,185	Associate Artistic Directo	\$5,004	<b>\$6,111</b>	2024
<a href="#">Cary Ballet Company</a>	NC	\$294,785	Artistic Director	\$16,000	<b>\$19,146</b>	2024
<a href="#">Ventura County Ballet Company</a>	CA	\$239,678	Executive Dir.	\$4,167	<b>\$4,060</b>	2025
<a href="#">Royal Expressions Contemporary Ballet</a>	NC	\$297,417	Founding Director	\$20,701	<b>\$24,771</b>	2024
<a href="#">Academy Of Ballet Arts Inc</a>	FL	\$303,715	President	\$29,925	<b>\$32,556</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">On Stage Theatrical Productions Inc</a>	MA	\$306,386	Director	\$7,205	<b>\$7,304</b>	2025
<a href="#">Ozark Ballet Theater</a>	AR	\$228,282	Executive Director	\$32,973	<b>\$42,922</b>	2024
<a href="#">Ekklesia Contemporary Ballet Inc</a>	CT	\$225,596	Artistic Director	\$37,754	<b>\$40,994</b>	2024
<a href="#">Ballet And Beyond Nyc Inc</a>	NY	\$222,801	Director, President, Treasurer	\$6,600	<b>\$6,729</b>	2025
<a href="#">United Ballet Theatre Inc</a>	FL	\$220,444	Director And Founder	\$5,700	<b>\$6,384</b>	2023
<a href="#">Miami Valley Ballet Theatre Inc</a>	OH	\$315,444	Ceo	\$59,617	<b>\$71,240</b>	2025
<a href="#">Ballet Theatre San Luis Obispo</a>	CA	\$219,597	President & Treasurer	\$6,295	<b>\$6,295</b>	2024
<a href="#">Northeast Atlanta</a>	GA	\$317,332	Artistic Director	\$75,700	<b>\$88,147</b>	2024
<a href="#">Palmetto City Ballet</a>	SC	\$217,788	Artistic Director And Ceo	\$5,950	<b>\$7,004</b>	2025
<a href="#">Paradosi Christian Ballet</a>	WA	\$214,799	Executive Director, President, And Registered Agent	\$31,800	<b>\$33,945</b>	2023
<a href="#">Akhmedova Ballet Foundation Inc</a>	MD	\$322,174	President	\$62,008	<b>\$67,136</b>	2024
<a href="#">Port Angeles City Ballet</a>	WA	\$210,924	Vice President	\$4,450	<b>\$4,614</b>	2024

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

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PEER COUNT **44** organizations. Compensation range \$4,060–\$88,147; filing years 2023–2025.

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SIZE BASIS Matched on total revenue (\$267,794); for reference, expenses \$285,435 and assets \$102,234.

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ROLE MATCH Carol Guidry, reported title "*Artistic 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.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	73 <sup>rd</sup>
All sources (D + E + F), adjusted	73 <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

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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 (Carol Guidry) 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 44 similarly situated organizations (Same NTEE sector (A63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,500 is reasonable (approximately the 73<sup>rd</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.