Form **990**

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

Open to Public

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

Inspection

Α	For th	he 2008 ca	alendar	year	ır, or tax	x year b	eginnin	ıg			, 2	2008, ar	nd end	ling					, 20		
В	Check if	applicable:	Please	C Na	Name of o	organizatio	on										D	Employ	yer identifi	cation r	number
		s change	use IRS		Doing Bus	siness As															
		•	label or print or		Number and	d street (or	P.O. box	if mail is r	not delive	red to stre	eet addre	ess)	Room/s	suite			E	Telepho	one numbe	r	
		change	type.									,					,	٠,			
	nitial re		See Specific	; _	City or tow	un otata	or count	n, and	7ID + 4								(,			
Ц.	Termina	ation	Instruc- tions.		Jity Of tow	vii, State	or count	iy, and z	∠IF + 4												
\sqcup	Amende	ed return												-			G (Gross re	ceipts \$		
	Applicati	ion pending	F Nar	me an	nd addres	ss of prin	icipal offi	icer:							H(a)	Is this	a gro	up return	for affiliates?	Yes	□No
															H(b)	Are a	all aff	iliates i	ncluded?	Yes	□No
ī	Tax-ex	cempt status	s: [!	501(c)	c) () <	(insert n	10.)] 4947(a))(1) or	52	7								list. (see in		
J	Webs	site: ▶													H(c) (otion nur	•		-,
_		f organization:	Corno	oration	n Trust	t Assn	ociation [Other	•		T	L Year	of forms	ation.	(0)	1			f legal dom	icile:	
	art I			oration	1 11000		JOIGHOIT L					L rour	01 1011110	ation.			141	Jiaio o	i logal dom	iono.	
Г																					
	1	Briefly de	escribe	the	organi:	zation's	s missi	on or r	most s	ignifica	ant ac	tivities:									
•																					
ĕ																					
Governance																					
Š	2	Check this	hov ►	□ i	if the orc	nanizatio	n discor	ntinued i	its oper:	ations o	r disno	sed of n	nore th	an 25	% of	its as	sets				
ၓ					_	-			-									3			
ა გ	1	Number																4			
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Activities &		Total nur															.	5			
Ą	6	Total nur	nber of	f vol	lunteers	s (estim	nate if r	necess	ary)								.	6			
	7a	Total gro	ss unre	elate	ed busir	ness re	venue	from P	art VIII	l, line ¹	12, co	olumn (C	C)				.	7a			
	b	Net unrel	lated b	ousin	ness tax	kable in	icome f	from F	orm 99	90-T, li	ne 34	<u></u>						7b			
															Pri	ior Ye	ar		Curr	ent Yea	ar
	8	Contribut	tions a	nd a	arants (i	Part VII	II line '	1h)													
Revenue																					
ě		Program																			
Be		Investme																			
		Other rev																			
	12	Total reve	enue—a	add II	lines 8 t	inrougn	11 (mu	ıst equa	ai Part	VIII, CO	olumn	(A), line	12)								
	13	Grants a	nd sim	ilar a	amount	ts paid	(Part I)	X, colu	ımn (A)	, lines	1–3)										
	14	Benefits	paid to	or t	for mer	mbers ((Part IX	ر, colur	mn (A),	line 4) .										
Expenses	15	Salaries,	other co	ompe	ensation	n, empl	oyee be	enefits ((Part IX	ζ, colun	nn (A),	lines 5-	-10)								
ë		Profession					-		•		, ,		,								
Ä	1	Total fund			_	-			-	-											
_	1	Other exp	_			-															
		Total exp										, line 2	5)								-
_ v		Revenue	iess ex	pens	ses. Sui	Diract III	ne io i	TOTTI IIII	le 12			<u> </u>		<u> </u>							
Net Assets or Fund Balances														-	Begini	ning c	of Ye	ar	End	of Yea	r
sset Sala	20	Total ass	ets (Pa	art X	ر, line 1	6)															
d A	21	Total liab	ilities ((Part	t X, line	26) .															
울춘	22	Net asse	ts or fu	und l	balance	es. Sub	otract li	ne 21	from li	ne 20 .											
Pa	art II	Sign	ature	Blo	ck																
		Under pe	nalties of	f perju	jury, I dec	lare that	I have ex	camined 1	this retur	m, includ	ding acc	companyi	ng sche	edules	and s	statem	ents	, and to	the best o	f my kno	owledge
		and belie	f, it is tru	ue, co	orrect, an	id comple	ete. Decla	aration o	of prepare	er (other	than o	officer) is	based o	on all i	inform	ation	of w	hich pr	eparer has	any kno	owledge.
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He	re	y Sign	ature of	опісе	ər											Date	е				
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Use	Only	if self-em	ployed),) —										EIN		<u> </u>	i			
		address,	and ZIP		<u> </u>										Pho	one no	o. ►	()		
Ма	y the	IRS discu	uss this	s reti	turn wit	h the p	repare	r show	n abov	ve? (se	e inst	truction	ns) .							Yes [No

Form 990 (2008)

Par	t III Statement of Program Service Accomplishments (see instructions)
1	Briefly describe the organization's mission:
2	Did the organization undertake any significant program services during the year which were not listed on
	the prior Form 990 or 990-EZ?
2	Did the organization cease conducting, or make significant changes in how it conducts, any program
3	services?
	If "Yes," describe these changes on Schedule O.
4	Describe the exempt purpose achievements for each of the organization's three largest program services by expenses.
	Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.
4a	(Code:) (Expenses \$including grants of \$) (Revenue \$)
	(Codo:) (Exponess ψ
	(Code: \/\(\(\text{Typeness}\)\(\text{Typeness}\)
40	(Code:) (Expenses \$ including grants of \$) (Revenue \$)
4c	(Code:) (Expenses \$ including grants of \$) (Revenue \$)
4d	Other program services. (Describe in Schedule O.)
	(Expenses \$ including grants of \$) (Revenue \$)
4e	Total program service expenses ► \$ (Must equal Part IX, Line 25, column (B).)

Page 2

Pai	rt IV Checklist of Required Schedules			
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1		
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4		
5	Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5		
6	Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III.	8		
9	Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		
10	Did the organization hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VIII, IX, or X as applicable	11		
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12		
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		
14a	, , , ,	14a		
b	business, and program service activities outside the U.S.? If "Yes," complete Schedule F, Part I	14b		
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II.	15		
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>	16		
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I	17		
18	Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		
19	Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		
21	Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		
22	Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J	23		
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than			
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to question 25.	24a		
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year	0.4		
	to defease any tax-exempt bonds?	24c		
	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I	25b		
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		

Part IV Checklist of Required Schedules (continued)

			res	INO
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee:			
а	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L,			
	Part IV	28a		
b	Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV	28b		
С	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV	28c		
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34		
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		

Form **990** (2008)

Pai	rt V Statements Regarding Other IRS Filings and Tax Compliance			9-
			Yes	No
	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable	_		
	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 1b			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by			
	this return?	3a		
	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		
b	If "Yes," enter the name of the foreign country: ▶			
	See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		
	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?	5c		
6a	Did the organization solicit any contributions that were not tax deductible?	6a		
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?	7a		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year			
е	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required? .	7g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	7h		
8	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring			
	organization, have excess business holdings at any time during the year?	8		
9	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.			
a	Did the organization make any taxable distributions under section 4966?	9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter: Initiation fees and capital contributions included on Part VIII, line 12			
a	Initiation fees and capital contributions included on Part VIII, line 12			
b 11	Section 501(c)(12) organizations. Enter:			
11 a	Gross income from members or shareholders			
a b	Gross income from other sources (Do not net amounts due or paid to other sources against			
	amounts due or received from them.)	100		
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? If "Yes." enter the amount of tax-exempt interest received or accrued during the year.	12a		

Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

Section A. Governing Body and Management

sec	tion A. Governing Body and Management			
			Yes	No
	For each "Yes" response to lines 2–7b below, and for a "No" response to lines 8 or 9b below, describe the			
4.	circumstances, processes, or changes in Schedule O. See instructions. Enter the number of voting members of the governing body			
_	ziner the hermal of the major of the governming and, i			
b	Enter the number of voting members that are independent			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with			
	any other officer, director, trustee, or key employee?	2		
3	Did the organization delegate control over management duties customarily performed by or under the direct			
	supervision of officers, directors or trustees, or key employees to a management company or other person? .	3		
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		
_		6		
6	Does the organization have members or stockholders?			
7a	· · · · · · · · · · · · · · · · · · ·	7-		
	of the governing body?	7a		
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		
8	Did the organization contemporaneously document the meetings held or written actions undertaken during			
	the year by the following:			
а	The governing body?	8a		
b	Each committee with authority to act on behalf of the governing body?	8b		
	Does the organization have local chapters, branches, or affiliates?	9a		
	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	9b		
4.0	·	0.0		
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations	10		
	must describe in Schedule O the process, if any, the organization uses to review the Form 990	10		
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at			
	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	11		
Sec	tion B. Policies			
			Yes	No
12a		12a	Yes	No
	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	No
	Does the organization have a written conflict of interest policy? <i>If "No," go to line 13</i> Are officers, directors or trustees, and key employees required to disclose annually interests that could give		Yes	No
b	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	No
b	Does the organization have a written conflict of interest policy? <i>If "No," go to line 13</i> Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	No
b	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b	Yes	No
b c 13	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13	Yes	No
b c 13 14	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b	Yes	No
b c 13	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13	Yes	No
b c 13 14 15	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13 14	Yes	No
b c 13 14 15	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13	Yes	No
b c 13 14 15	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13 14	Yes	No
b c 13 14 15	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13 14	Yes	No
b c 13 14 15 a b	Does the organization have a written conflict of interest policy? If "No," go to line 13 Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done Does the organization have a written whistleblower policy? Does the organization have a written document retention and destruction policy? Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions)	12b 12c 13 14	Yes	No
b c 13 14 15 a b	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13 14 15a 15b	Yes	No
b c 13 14 15 a b	Does the organization have a written conflict of interest policy? If "No," go to line 13 Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12b 12c 13 14	Yes	No
b c 13 14 15 a b	Does the organization have a written conflict of interest policy? If "No," go to line 13 Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12b 12c 13 14 15a 15b	Yes	No
b c 13 14 15 a b	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13 14 15a 15b	Yes	No
b c 13 14 15 a b	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13 14 15a 15b	Yes	No
b c 13 14 15 a b	Does the organization have a written conflict of interest policy? If "No," go to line 13. Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done Does the organization have a written whistleblower policy? Does the organization have a written document retention and destruction policy? Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? Ition C. Disclosure	12b 12c 13 14 15a 15b		
b c 13 14 15 a b	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13 14 15a 15b 16a		
b c 13 14 15 a b	Does the organization have a written conflict of interest policy? If "No," go to line 13. Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done Does the organization have a written whistleblower policy? Does the organization have a written document retention and destruction policy? Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? Ition C. Disclosure	12b 12c 13 14 15a 15b 16a		
b c 113 114 115 a b b Sec 117	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13 14 15a 15b 16a		
b c 113 114 115 a b b Sec 117	Does the organization have a written conflict of interest policy? If "No," go to line 13. Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done Does the organization have a written whistleblower policy? Does the organization have a written document retention and destruction policy? Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? List the states with which a copy of this Form 990 is required to be filed Lettory and the apply.	12b 12c 13 14 15a 15b 16a		
b c 13 14 15 a b 16a b Sec 17	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13 14 15a 15b 16a 16b	only)	
b c 113 114 115 a b b Sec 117	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13 14 15a 15b 16a 16b	only)	
b c 13 14 15 a b 16a b Sec 17 18	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13 14 15a 15b 16a 16b of interest	ponly)	
b c 13 14 15 a b 16a b Sec 17	Does the organization have a written conflict of interest policy? If "No," go to line 13	12b 12c 13 14 15a 15b 16a 16b of interest	ponly)	

Form 990 (2008)

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

☐ Check this box if the organization did not co		any o	offic	er,	dire	ctor,	trus	tee, or key em	ployee.	
(A)	(B)				C)			(D)	(E)	(F)
Name and Title	Average	Positi	on (d		k all	that ap		Reportable	Reportable compensation	Estimated
	hours per week	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	compensation from the organization (W-2/1099-MISC)	compensation from related organizations (W-2/1099-MISC)	amount of other compensation from the organization and related organizations

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Pa	rt VII Section A. Officers, Directors, Tru	stees, Key	/ Emp	loy	ees,	, an	d Hig	hes	t Compensated	d Employees (co	ntinued)
(A) (B) (C) (D) (E)								(F)			
	Name and title	Average hours per week	Individual trustee or director	nstitutional trustee	Officer	Key employee	Highest compensated employee	Former	Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
1b	Total										
2	Total number of individuals (including those organization ►	e in 1a) wh	no rec	eive	ed r	nore	e than	1 \$ 1	00,000 in repo	rtable compens	sation from the
3	Did the organization list any former office employee on line 1a? If "Yes," complete S							-	e, or highest o	-	Yes No
4	For any individual listed on line 1a, is the sthe organization and related organizations individual.										4
5	Did any person listed on line 1a receive services rendered to the organization? If "	or accrue Yes," comp	comp olete S	en: S <i>ch</i>	satio	on 1 le J	from a for s	any uch		anization for	5
Sec	ction B. Independent Contractors										
1	Complete this table for your five highest compensation from the organization.	ompensate	d ind	epe	nde	ent d	contra	cto	rs that receive	d more than \$1	00,000 of
	(A) Name and business add	Iress							(B) Description of s	ervices	(C) Compensation
									<u> </u>		
2	Total number of independent contractors compensation from the organization ▶	(including t	those	in	1) w	/ho	receiv	ved	more than \$10	00,000 in	

Part	: VII	Statement of Rev	venue					
					(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	b c d e f	Federated campaigns Membership dues Fundraising events . Related organizations Government grants (contri All other contributions, gifts, g and similar amounts not includ Noncash contributions include Total. Add lines 1a–1f	butions). 1c 1d 1e 1rants, 1f					
Program Service Revenue		All other program service Total. Add lines 2a–2f	ce revenue .	Business Code				
	3 4 5 6a b	Investment income (includer similar amounts) Income from investment of Royalties	luding dividends f tax-exempt bond (i) Real	s, interest, and				
4	7a b c d	Net rental income or (lo Gross amount from sales of assets other than inventory Less: cost or other basis and sales expenses Gain or (loss) Net gain or (loss)	(i) Securities	(ii) Other				
Other Revenue	b	Gross income from events (not including \$ of contributions reported See Part IV, line 18 Less: direct expenses Net income or (loss) fro	d on line 1c) a b	vents •				
	9a b	Gross income from gam See Part IV, line 19 Less: direct expenses. Net income or (loss) fro	ing activities a b					
	b	Gross sales of inverteurns and allowances Less: cost of goods sol Net income or (loss) from	d b n sales of invento					
	b c d e	All other revenue Total. Add lines 11a–11 Total Revenue. Add lines, 10c, and 11e		> 5, 6d, 7d, 8c,				

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete co	lumn (A) but are no	ot required to com	plete columns (B),	(C), and (D).
	(A)	(B)	(C)	(D)

	o not include amounts reported on lines 6b, , 8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
			ехрепзез	general expenses	ехрепзез
1	Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21				
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22				
3	Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees				
6 7	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Other salaries and wages				
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9	Other employee benefits				
10	Payroll taxes				
11	Fees for services (non-employees):				
а	Management				
b	Legal				
С	Accounting				
d	Lobbying				
	Professional fundraising services. See Part IV, line 17				
	Investment management fees				
	Other				
12	Advertising and promotion				
13	Office expenses				
14	Information technology				
15	Royalties				
16	Occupancy				
17	Travel				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings .				
	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization.				
23	Insurance				
24	Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
а					
b					
Q C					
d					
e f	All other expenses				
25	Total functional expenses. Add lines 1 through 24f				
26	Joint Costs. Check here ▶ ☐ if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Pa	rt X	Balance Sheet					
			(A) Beginning of year		(E End c	B) of year	
	1	Cash—non-interest-bearing		1			
	2	Savings and temporary cash investments		2			
	3	Pledges and grants receivable, net		3			
	4	Accounts receivable, net		4			
	5	Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L.		5			
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete		6			
S	_	Part II of Schedule L		7			
Assets	7 8	Notes and loans receivable, net		8			
As	9	Prepaid expenses and deferred charges		9			
	10a	Land, buildings, and equipment: cost basis 10a					
		Less: accumulated depreciation. Complete Part VI of Schedule D		10c			
	11	Investments—publicly traded securities		11			
	12	Investments—other securities. See Part IV, line 11		12			
	13	Investments—program-related. See Part IV, line 11		13			
	14	Intangible assets		14			
	15	Other assets. See Part IV, line 11		15			
	16	Total assets. Add lines 1 through 15 (must equal line 34)		16			
	17	Accounts payable and accrued expenses		17			
	18	Grants payable		18			
	19	Deferred revenue		19			
S	20	Tax-exempt bond liabilities		20			
iţi	21	Escrow account liability. Complete Part IV of Schedule D		21			
Liabilities	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified		22			
	23	persons. Complete Part II of Schedule L		23			
	24	Unsecured notes and loans payable		24			
	25	Other liabilities. Complete Part X of Schedule D		25			
	26	Total liabilities. Add lines 17 through 25		26			
ses		Organizations that follow SFAS 117, check here ▶ ☐ and complete lines 27 through 29, and lines 33 and 34.					
lan	27	Unrestricted net assets		27			
Fund Balance	28	Temporarily restricted net assets		28			
nd	29	Permanently restricted net assets		29			
ō		Organizations that do not follow SFAS 117, check here ▶ ☐ and complete lines 30 through 34.					
Net Assets	30	Capital stock or trust principal, or current funds		30			
SSG	31	Paid-in or capital surplus, or land, building, or equipment fund		31			
, A	32	Retained earnings, endowment, accumulated income, or other funds		32			
Š	33	Total net assets or fund balances		33			
Da	34 rt XI	Total liabilities and net assets/fund balances		34			
Га	II L AI	Financial Statements and Reporting				Yes	No
1		ounting method used to prepare the Form 990: Cash Accrual				165	NO
		e the organization's financial statements compiled or reviewed by an ind	•	t?	2a	 	
		e the organization's financial statements audited by an independent acco			2b	-	
С		'es" to lines 2a or 2b, does the organization have a committee that assumes	•	_	0-		
2-		audit, review, or compilation of its financial statements and selection of an in	•		2c	 	
Sa		a result of a federal award, was the organization required to undergo an a Single Audit Act and OMB Circular A-133?			3a		
b		'es." did the organization undergo the required audit or audits?			3h		