ORAL ARGUMENT SCHEDULED FOR SEPTEMBER 14, 2012

UNITED STATES COURT OF APPEALS FOR THE DISTRICT OF COLUMBIA CIRCUIT

Nos. 12-5117 & 12-5118

CENTER FOR INDIVIDUAL FREEDOM, Defendant-Appellant,

and

HISPANIC LEADERSHIP FUND, Defendant-Appellant,

v.

CHRIS VAN HOLLEN,

Plaintiff-Appellee,

and FEDERAL ELECTION COMMISSION, Defendant-Appellee.¹

ON APPEAL FROM THE UNITED STATES DISTRICT COURT FOR THE DISTRICT OF COLUMBIA

REPLY BRIEF FOR APPELLANT HISPANIC LEADERSHIP FUND

Dated: August 3, 2012

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¹The Federal Election Commission's (FEC) vote on whether to appeal to this Court resulted in a three-to-three deadlock.

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GLOSSARY

BCRA	Bipartisan Campaign Reform Act, 116 Stat. 81
CFIF	Center for Individual Freedom
FEC	Federal Election Commission ("Commission")
FECA	Federal Election Campaign Act of 1971
HLF	Hispanic Leadership Fund
JA	Joint Appendix
Opp. Br.	Brief for Appellee Chris Van Hollen

STATUTES, REGULATIONS, AND OTHER REFERENCES

Applicable statutes and regulations are contained in an Addendum to the Opening Brief of CFIF, which has been adopted by HLF. Additional materials referenced herein are set forth in the addendum bound with this brief

SUMMARY OF THE REPLY

Rep. Van Hollen relies entirely on fundamentally distinct case law to establish standing. Opp. Br. at 19-24. He seeks judicial intervention to regulate inarguably legal conduct of third-party independent speakers, over which the FEC has the least authority to regulate. Rep. Van Hollen made no assertion of underlying illegal conduct and failed to show any imminent or concrete harm stemming from the possible future actions of a hypothetical third-party. In attempting to show some concrete injury, he revealed that his true intent in obtaining disclosure is to suppress the independent speech of those who oppose his election to office.

In his Brief, Rep. Van Hollen persists in claiming that BCRA's electioneering communications reporting provisions are unambiguous and attempts to minimize the Constitutional concerns raised by the breadth of the unprecedented disclosure he seeks. Opp. Br. at 31-49. HLF reiterates that Congress' blanket prohibition of corporate-funded electioneering communications precludes the district court's conclusion that Congress spoke directly to the precise issue before this Court. Further, the district court expressly declined to address the precise issue before it, and invalidated the FEC's 2007 regulation without engaging in step two of the *Chevron* analysis. The district court reached contradictory conclusions of law when it invalidated the 2007 regulation on the basis of unambiguous statutory language, while simultaneously reinstituting a 2003 regulation that substituted key terms precisely because the same statutory language was ambiguous.

This Court's *de novo* review is not disputed. Because Rep. Van Hollen asserted nothing more than a generalized grievance about the legal conduct of independent third-party speakers, this Court should decline to recognize his standing and the case should be dismissed in its entirety. In the alternative, this Court should reverse the decision of the lower court for its failure to address its apparently contradictory legal conclusions, or to otherwise set forth a wellsupported rule of law in accordance with step two of the *Chevron* analysis.

ARGUMENT

I. Representative Van Hollen Lacks Standing to Challenge 11 C.F.R. § 104.20(c)(9).

Unlike the claims presented in *Akins* and *Shays III*, Rep. Van Hollen makes no assertion that government regulation of hypothetical third-party conduct somehow obscures or permits illegal activity. *Akins* and *Shays III* were premised upon assertions that federal regulation permitted or masked illegal conduct, and contained accompanying allegations of improper conduct or action by the FEC. *FEC v. Akins*, 524 U.S. 11, 21 (1998); *Shays v. FEC (Shays III)*, 528 F.3d 914, 923 (D.C. Cir. 2008). Although standing does not depend on an assertion that particular conduct is illegal, the standing analysis "often turns on the nature and source of the claim asserted." *McConnell v. FEC*, 540 U.S. 93, 227 (2003).

The judicial intervention Rep. Van Hollen seeks involves government regulation of third-party independent speech, over which the FEC has the absolute lowest level of regulatory authority. This Court made clear that independent speakers, like HLF and CFIF, are only subject to FEC regulation under the most narrow of circumstances:

Supreme Court decisions reflect [] the commonsense proposition that regulation of non-profits does not fit within the anti-corruption rationale, which constitutes the sole basis for regulating campaign contributions and expenditures. *See Davis [v. FEC, 554 U.S. 724 (2008)]...* [M]ere *donations* to non-profit groups cannot corrupt candidates and officeholders... [I]t is 'implausible that

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contributions to independent expenditure political committees are corrupting.' *N.C. Right to Life* [*v. Leake*, 525 F.3d 274, 293]. And to the extent a non-profit then *spends* its donations on activities such as advertisements, get-out-the-vote efforts, and voter registration drives, those expenditures are not considered corrupting, even though they may generate gratitude from and influence with officeholders and candidates.

Emily's List v. FEC, 581 F.3d 1, 11 (2008) (emphasis in original).

Further, the causation and redressability requirements for standing are "ordinarily 'substantially more difficult' to establish where, as here, a plaintiff challenges the government's regulation of a third party." *LaRoque v. Holder*, 650 F.3d 777, 790 (D.C. Circ. 2011) (subsequently dismissed on other grounds) *citing Lujan v. Defenders of Wildlife*, 504 U.S. 555, 562 (1992). To establish standing when challenging regulation of third-party conduct, Rep. Van Hollen must show that either: A) the government action permits third-party conduct that would otherwise be illegal¹; or B) "the record present[s] substantial evidence of a causal relationship between the government policy and the third-party conduct, leaving little doubt as to causation and the likelihood of redress." *National Wrestling Coaches Ass'n v. Dept. of Education*, 366 F.3d 930, 940-42 (D.C. Cir. 2004); *see McConnell*, 540 U.S. at 225 (noting that the plaintiff bears the burden of

¹ There is no doubt that the receipt and spending of funds by the relevant regulated groups is legal. The issue presented by this challenge is what disclosure obligations apply to these speakers.

"demonstrat[ing] an injury in fact. Which is concrete, distinct and palpable, and actual or imminent.") (internal citations omitted).

Rep. Van Hollen argues that "[t]he standing allegations in [his] complaint track those found sufficient in *Shays III*." Opp. Br. at 20. The rote recitation of standing claimed here may be the same as was alleged by the same attorneys in *Shays III*, but the nature of the underlying activity is fundamentally different. A finding of standing based on nothing more than a general reliance on *Akins* and *Shays III*, fails to take into account the "nature and source" of the claims asserted, and effectively eliminates the case or controversy requirement of Article III, Section 2 of the Constitution.

A. The nature of the claim asserted - regulation of third-party independent speech protected by the First Amendment

The *Shays III* Court paralleled the injury complained of with that recognized in *Akins*, noting that the "injury [] seems concrete and particular." *Id*. The Court then concluded that the "injury is fairly traceable to the FEC because it is caused by the Commission's rule, and the injury would be redressed were this court to invalidate the rule." *Id*.

Rep. Van Hollen asks the judicial branch to essentially make public the donor lists of any organization that engages in speech related to public policy close

in time to elections.² The district court's brief consideration of standing falls far short of upholding the bar Rep. Van Hollen must meet to compel disclosure of nearly all donors to independent organizations engaging in conduct that is not only legal, but a fundamentally protected Constitutional right.

B. Representative Van Hollen failed to establish informational or competitor standing

Rep. Van Hollen now claims that he seeks only the information to which BCRA entitles him, which he characterizes as "information about *all* contributors financing electioneering communications." Opp. Br. at 22. In prior submissions to the courts, his claims were far less vague, as he revealed how he intends to use the information sought. *See* J.A. 13 at ¶ 11 ("[He] will not be able to respond by . . . drawing to the attention of the voters in his district the identity of the persons who fund such ads."); *see also* J.A. 93 at ¶ 4 ("I cannot draw attention to the person or persons who finance 'electioneering communications' about me and thereby put [] them in their proper context for voters to consider.")

Rep. Van Hollen does not seek to expose or end illegal conduct that is permitted by FEC regulation, as Rep. Shays claimed in *Shays*. The information

² See also Emily's List, 581 F.3d at 8-11, for discussion of the application of the anti-corruption rationale with respect to organizations that do not make contributions to candidates.

that he claims to seek will not permit him to "draw attention to the person or persons who finance 'electioneering communications.'" *Id.* One can fairly conclude that Rep. Van Hollen simply seeks this information that will allow him to shine an accusatory light on and intimidate those who might exercise their right to engage in Constitutionally-protected speech. *See* Brief of Sen. McConnell, as *Amicus Curiae* at 22-3 (citing various public statements that show Rep. Van Hollen's motive "is not *more* information for the public, but *less* political speech from adversaries.").³ The various descriptions of potential "harm" may not even rise to the level of "generalized grievances" – they may be entirely hypothetical:

Rep. Van Hollen *likely will be subjected to* attack ads . . . and will not be able to respond by drawing to the attention of the voters in his district the identity of persons who fund such ads.

J.A. 13 at ¶ 11 (emphasis added). Rep. Van Hollen subsequently made clear that his alleged "injury" may exist only in his own mind:

I will be forced to raise money, campaign, and attempt to discharge my important public responsibilities in a system that is *widely perceived to be*, and *I believe in many respects threatens to be*, significantly corrupted by non-disclosure of the sources of funds of 'electioneering communications.'

J.A. 93 at ¶ 4 (emphasis added).

³ The complete cessation of electioneering communications since March 30, 2012, reinforces Senator McConnell's point and demonstrates the suppressing effect of Rep. Van Hollen's position. *See* Opening Brief of HLF at 12.

In the decade that the electioneering communication rule has been in effect, no person has ever broadcast an "electioneering communication" containing a reference to Rep. Van Hollen, meaning also that no person has ever reported such an "electioneering communication" while omitting the donor information that Rep. Van Hollen seeks. Although the occurrence of harm is not required for standing in all instances, there must be a showing of "actual or imminent, concrete injury-infact that is caused by the challenged regulations implementing" BCRA. *Shays I*, 414 F.3d at 89, 115 (Henderson, J., dissenting). It is difficult to imagine a less particularized and concrete injury than one that a challenger believes "in many respects threatens to be" in existence at some undefined time. J.A. 93 at ¶ 4.

This Court's analysis of "competitor standing" in the political arena should reflect a degree of skepticism towards finding standing. *See id.* at 120 n. 4 (Henderson, J., dissenting) ("In the past we have consistently viewed competitor standing in the political arena with skepticism."). Rep. Van Hollen has not met the "substantially more difficult bar" required to establish causation and redressability. *LaRoque*, 650 F.3d at 790 (subsequently dismissed on other grounds) *citing Lujan v. Defenders of Wildlife*, 504 U.S. 555, 562 (1992). Due in large part to the district court's refusal to analyze Rep. Van Hollen's claims of competitor standing, there is considerable doubt about the existence of any causal relationship between the challenged regulation and hypothetical third-party conduct.

A federal district court recently limited the extent of permissible disclosure in a state statute, reasoning that, the "flood of information" sought did "not bear a sufficient relationship to the interest of providing the electorate with meaningful information as to who is speaking in electioneering communications." *Center For* Individual Freedom, Inc. v. Tennant, No. 1:08-cv-00190, 2011U.S. Dist. LEXIS 78514, at *167-69, (S.D.W.Va. July 18, 2011).⁴ Similarly, the information Rep. Van Hollen believes he is entitled to would provide him with a list of persons who may or may not have contributed funds over a specific dollar amount to an organization, which were subsequently used to finance an advertisement. Rep. Van Hollen would be more likely to find a needle in a haystack than to pinpoint dollars directly funding an electioneering communication. That task is made nearly impossible because all dollars look the same, while needles are at least readily distinguished from hay.

Courts risk entirely removing the bar of standing by permitting judicial intervention premised upon a showing that Rep. Van Hollen, or any other voter, "believe[s]" that the integrity of the electoral system "in many respects threatens to be" diminished by some hypothetical future harm supposedly caused by a third

⁴ In his reply, Rep. Van Hollen states that the court in *Tennant* "made no attempt to square its ruling with *Citizens United*. Opp. Br. at 40. A cursory glance at the decision reveals that this statement is entirely unfounded and misleading, as *Citizens United* is cited throughout the decision.

party engaging in unquestionably legal free speech. J.A. at \P 4. If vague claims of this nature are deemed to satisfy the Constitutional requirements of standing, there is no longer any imaginable instance in which a voter cannot avail himself of a judicial remedy where a political one is more appropriate, but perhaps less likely.

II. The District Court Erred in Denying *Chevron* Deference because the Statute is Ambiguous.

Nothing could more readily demonstrate the statute's ambiguity than developments following the district court's opinion, of which this Court may take judicial notice. ⁵ The FEC recently issued a press release to provide the regulated community with guidance for reporting electioneering communications. The press release explains that the agency's position is set out in reliance on the district court's interpretation of terms used in the 2003 regulation that was interpreting BCRA's electioneering communications reporting provisions.⁶

This makes clear that the district court erred in concluding that the reporting requirements at issue are easily understood and applied without the guidance provided by the 2007 regulation. J.A. 158 at n. 8. Rep. Van Hollen's argument that "BCRA unambiguously speaks to the precise question at issue" is readily

⁵ Press Release, FEC Statement on Van Hollen v. FEC, (July 27, 2012) (available at http://fec.gov/press/press2012/20120727_VanHollen_v_FEC.shtml).
⁶ See Id. ("[T]he district court vacated [§ 104.20(c)(9)] and reinstated the Commission's [2003] regulation.").

refuted by the FEC's press release. Opp. Br. at 25. The district court posed the following question, apparently believing it to be rhetorical and easily answered in the negative:

Is it really difficult to determine if dues paid in return for the benefits of membership are 'donations,' or if . . . customers who pay for goods and services are a corporation's 'donors?'

J.A. 158 at n. 8. The Commission endeavored to answer that question by interpreting and applying "contributor," "donor," and "donation" as the court interpreted their meanings.

The Commission's press release restated the district court's footnoted question, and turned it into a declaratory series of statements exempting "dues paid in return for the benefits of membership" from the meaning of "donations," and "customers who pay for goods and services" from the meaning of "donors." FEC Statement *citing* J.A. 158 at n. 8. In fact, *it is really difficult to determine* what Congress intended when it enacted BCRA's electioneering communications reporting provisions.⁷

⁷ *Notice of Proposed Rulemaking: Reporting*, 67 Fed. Reg. 64,555, 64560 (Oct. 21, 2002). Immediately following BCRA's enactment, the FEC identified the ambiguity created by Congress' use of "contributors who contributed" without definition. The Commission determined that Congress could not have intended to use "contribution" as defined in BCRA and promulgated a regulation substituting "donors" and "donated" for "contributors" and "contributed."

The exemptions provided are far from easily applied, subjecting corporations, trade associations, and other membership organizations alike into a morass of regulatory compliance. Nowhere in the 2003 regulation is there an explanation of "dues paid in return for the benefits of membership."⁸ There is no guidance for what constitutes a benefit of membership and no acknowledgement of the various potential classifications of "dues" received by certain organizations. Further, there is no certainty as to who will be considered "customers," or whether there must be some fair market value standard to "pay for goods and services."

The publicly-available tax filings of various groups of potentially regulated entities provide concrete examples of this persistent ambiguity.⁹ The American Federation of Teachers, with over \$173 million in total revenue, would report no donors to the FEC under this rule because it qualifies nearly all of its revenue as "membership dues" and reports no contributions received.¹⁰ In direct contrast, the American Civil Liberties Union, with over \$30 million in total revenue, would report the name and

⁸ Regulations contained in 11 C.F.R. § 114 discuss membership organizations, but the phrase appears nowhere in the decision below or the press release.

⁹ Assume, for purposes of this illustration, that the groups referenced below triggered electioneering communications reporting requirements in the tax year cited by engaging in covered speech.

¹⁰ See AFL-CIO Form 990 at 1, 9 (2010).

address of every single donor who gave more than \$1,000 (regardless of how much the ACLU spent on electioneering communications) because it classifies almost all its total revenue in a mixed bag IRS category of "all other contributions, gifts, grants, and similar amounts."¹¹

The American Bar Association provides another example of the ambiguity apparent in "dues paid in return for the benefits of membership." The ABA, with \$140 million in total revenue, allocates over \$6 million dollars to the sundry category, "all other contributions, gifts, grants, and similar amounts."¹² However, the ABA separates out "meeting fees,"¹³ "publication revenue,"¹⁴ "advertising,"¹⁵ and "membership dues"¹⁶ revenue. Can even three members of the ABA readily agree on what "benefits of membership" are derived from payment of dues?

Additionally, members of a labor organization may disagree on what the "benefits" of membership are in their particular union. The unions

¹¹ See ACLU Form 990 at 1, 9 (2010).

¹² See ABA Form 990 at 1, 9 (2010).

¹³ *Id.* at 9, Line 2a (approximately \$26 million).

¹⁴ *Id.* at 9, Line 2b (approximately \$13 million).

¹⁵ *Id.* at 9, Line 2c (approximately \$3 million).

¹⁶ *Id.* at 9, Line 2d (approximately \$75 million).

themselves may asses different values fairly attributed to the benefits of membership.¹⁷

There are multiple equally unavailing applications of "customers who pay for goods and services" that might be exempt from the meaning of "donors" as it is currently understood. Without, for example, a requirement of at least fair market value, it would be entirely permissible for a corporation or labor organization to "sell" nearly valueless 'widgets' to "customers" who give multiple millions of dollars, but not disclosable at all because they receive a good in return for their funds.

Would corporations that pay to sponsor a local non-profit 5K fun run in exchange for advertising placed on a commemorative t-shirt be a "donor?" Would corporations that pay a non-profit for advertisement in the non-profit's publication qualify as a "donor?" What about a person who buys a corporate bond? There are countless possible exemptions under the 2003 regulation, as interpreted by the district court and reflected in the press release, that serve to illustrate the ambiguity of BCRA's electioneering

¹⁷ See e.g., the Supreme Court's description of dues paid to the SEIU in *Knox v*. *SEIU*, 132 S. Ct. 2277, 2285 (2012): "Based on the most recently audited year, the SEIU estimated that 56.35% of its total expenditures in the coming year would be dedicated to chargeable collective-bargaining activities.

communications reporting provisions, even under the now restored 2003 regulation.

It is, in fact, "really difficult to determine" what Congress requires of those reporting electioneering communications. J.A. 158. The exemptions, outlined by the district court and apparently adopted by the FEC are based upon the district court's interpretation of terms used in a prior regulation promulgated to clarify the ambiguity of "contributors who contributed" in BCRA. The 2003 FEC regulation alone should make it clear that Congress did not speak directly to the precise question at issue. At the very least, it illustrates the ambiguity that has been present in the reporting provisions of BCRA since it was enacted. Therefore, the district court erred in reaching its conclusion based on step one of the analysis and this Court should compel agency deference as required by *Chevron*.

III. The District Court's Failure to Reach *Chevron's* Step Two is Exposed by Contradictory Conclusions of Law and Reliance on *Yeskey*.

The district court held that BCRA's provision for reporting electioneering communications was unambiguous, and declined to reach step two of the *Chevron* analysis. J.A. 164. The district court then extended its holding to declare valid and reinstitute the FEC's 2003 regulation, which made plain that the language Congress used was either ambiguous or nonsensical. J.A. 173. When confronted

with the contradictory conclusions of law required to make such a ruling, the district court expressly declined to "reach th[e] question." J.A. at 155 n. 6. Thus, the Court declined to reach the question about the ambiguity of the statutory language based solely on its conclusion, as a matter of law, "that the statutory language is unambiguous under *Chevron* step." *Id.* This Court is now left to address the question that the district court created in its holding, but declined to reach.

The order denying stay and the memorandum opinion did not address or resolve the issue, and neither engaged in a meaningful application of *Chevron's* step one analysis. *Compare* J.A. 143-44 ("[W]hether the disclosure requirement for corporations and labor unions embodied in [2007 regulation] is contrary to a clear statement of Congressional intent . . ., or whether Congress did not speak to this precise issue . . ."), *with* J.A. 172 at n. 1 ("The question presented by this case was that the FEC's sated reason for its promulgation of the [2007] rule was that the Supreme Court had altered the landscape – not that Congress had left a gap for the agency to fill – so it was incumbent upon the Court to determine what that meant under the *Chevron* test").

The Court in *Chevron* directly addressed an agency's revised interpretation of a statute, noting that:

The fact that the agency has from time to time changed its interpretation of the term "source" does not . . . lead us to conclude that no deference should be accorded the agency's interpretation of the statute. An initial agency interpretation is not instantly carved in stone. On the contrary, the agency, to engage in informed rulemaking, must consider varying interpretations and the wisdom of its policy on a continuing basis.

467 U.S. at 863-64 (emphasis added). Thus, the FEC was not entirely precluded from revising its 2003 interpretation of BCRA. However, the district court declined to address the reasonableness of the FEC's regulation at *Chevron* step two.

Rep. Van Hollen further argues that HLF erred in its distinction of *Penn. Dep't of Corrections* v. *Yeskey*, 524 U.S. 206 (1998). *See* Opp. Br. at 33 (explaining that a statute's text can be unambiguous even where Congress did not envision a particular application.). However, *Yeskey* is properly distinguished for two reasons. First, the statutes text is ambiguous for the various reasons argued herein. Second, this is not a case in which Congress failed to envision this application of its electioneering communications reporting provision. Rather, Congress included an express prohibition of this application in BCRA. It was the Supreme Court that invalidated the clearly expressed intent of Congress. Therefore, *Chevron's* step two analysis is required to determine the reasonableness of the challenged regulation.

IV. Broad Disclosure Requirements Are Subject to Exacting Scrutiny.

Rep. Van Hollen cites to a readily distinguishable line of cases in an attempt to support his reckless characterization of a "broad consensus in favor of disclosure," although this case is not a constitutional challenge to the statute. Opp. Br. at 40.

In a constitutional challenge, a federal district court recently construed a state electioneering communications statute to prevent the type of broad disclosure sought in this appeal. *Center For Individual Freedom, Inc. v. Tennant*, No. 1:08-cv-00190, 2011U.S. Dist. LEXIS 78514, (S.D.W.Va. July 18, 2011). Rep. Van Hollen attempts to dismiss the clear application of *Tennant* to this case with a demonstrably false assertion. Opp. Br. at 40 ("The district court in that case made no attempt to square its ruling with *Citizens United*.). Clearly, the district court applied *Citizens United* in its analysis upholding the state law. *Tennant*, 2011U.S. Dist. LEXIS at *89-91.

The assertion that courts generally support "disclosure" as an end in itself, is simply not supported by the cases Rep. Van Hollen cites. Of the eight cases cited, half are inapplicable because they involved political committees, which are by their nature required to disclose all donors. *See Family PAC v. McKenna*, --- F.3d ----, Nos. 10-35832 & 10-35893, 2012 WL 26111 (9th Cir. Jan. 31, 2012) (ballot initiative committee that is a political committee under state law); *National Org.*

for Marriage, Inc. v. McKee, 649 F.3d 31 (1st Cir. 2011) (PACs as classified under state law); *Real Truth About Abortion, Inc. v. FEC*, 681 F.3d 544 (4th Cir. 2012) (application of FECA to a Section 527 political committee); *SpeechNow.org v. FEC*, 599 F.3d 686 (D.C. Cir. 2010) (application of FECA to a Section 527 political committee). The regulation and statutory provision at issue in this case, expressly do not apply to organizations that are political committees under FECA. Rather, these rules and regulations apply only to entities that are *not* political committees.

Additionally, *Farris v. Seabrook*, 677 F.3d 858 (9th Cir. 2012) is not a case supporting a claim of a "broad consensus in favor of disclosure" because that case addressed only contribution limits, and did not involve disclosure. Further reducing this alleged "consensus" is the citation to *National Org. for Marriage, Inc. v. Secretary*, No. 11-14193, 2012 WL 1758607 (11th Cir. May 17, 2012) (addressing PACs as defined under state law where no disclosure challenge was made).

There are only two cases cited that can even claim a relationship to the matter at hand, which involve entities that are not political committees. The first, *Human Life of Washington, Inc. v. Brumsickle*, 624 F.3d 990 (9th Cir. 2010), affirmed limited independent expenditure disclosure requirements for entities that are not political committees that involved no donor disclosure questions. The

second, *National Org. for Marriage v. McKee*, 669 F.3d 34 (1st Cir. 2012), approved a narrow disclosure provision where a national organization solicited funds expressly for a specific state ballot measure campaign. Thus, the "broad consensus in favor of disclosure" set forth is more accurately described as a broad swath of cases mentioning disclosure in various contexts unrelated to this appeal.

This Court should not be swept up in this drive for the most sweeping disclosure requirement ever imposed on organizations other than political committees. Although this case is not a Constitutional challenge to the underlying statute, the FEC had to keep this underlying constitutional concern in mind. As Chief Judge Riley of the United States Court of Appeals for the Eighth Circuit wrote in dissent in Minnesota Citizens Concerned for Life, Inc. v. Swanson (a three-judge panel opinion vacated and reheard *en banc* with decision pending), "A state should not be able to sidestep strict scrutiny analysis simply by labeling burdensome regulations as a 'disclosure law' when the effect, if not the design, is to discourage corporate speech ... Allowing such a characterization of our review process risks transforming First Amendment jurisprudence into a legislative labeling exercise." 640 F.3d 304, 322 (8th Cir. 2011) (Riley, J., dissenting), vacated and reheard en banc, decision pending.

V. The FEC's 2007 Regulation Satisfies Step Two of *Chevron*.

The FEC's 2007 regulation was the product of extensive discussion and deliberation by the agency. The Commission undertook a comprehensive rulemaking to address the electioneering communication reporting provisions, including 25 written comments and two dates of hearings from BCRA's primary co-sponsors and a variety of other entities. *Notice of Proposed Rulemaking: Electioneering Communications*, 72 Fed. Reg. 50,261 (Aug. 31, 2007) (JA 34-64).

The FEC's 2007 rulemaking was a reasonable interpretation of a statute containing terms that are undefined and vague in the context of the application of the statute to an entire category of potential speakers that Congress intended to prohibit from engaging in such communications in the first instance. The FEC's 2007 interpretation of the statute through the regulation invalidated by the district court was wholly reasonable, and should be reinstated.

The Commission acted in an area where "Congress has not spoken clearly, and a permissible agency interpretation of the statute merits judicial deference." *Bell Atl. Tel. Cos. v. FCC*, 131 F.3d 1044, 1047 (D.C. Cir. 1997). The district court failed to engage in any meaningful analysis of *Chevron* at step two, and also failed to rule on the FEC's authority to *revise* its 2003 interpretation.

Under the district court's ruling, it is not at all clear why the FEC had authority to regulate with respect to the statute underlying the electioneering communications reporting regulation in 2003- and quite clearly changing the meaning of the plain statutory language in that instance by substituting the statutory terms "contributor" and "contributed" with "donor" and "donated" - but did not have authority to regulate with respect to the exact same statutory provision in the wake of a fundamental alteration of the way it could be applied. The three FEC Commissioners who voted to appeal this matter noted, "if BCRA's electioneering communications reporting provision was clear on its face, then it is unclear why it is appropriate for the Commission's now-revived 2003 regulation to substitute different terminology with a more 'clear connotation' than what was used in the statute."¹⁸

If the district court intended to set forth a rule of law that an agency may not regulate in response to judicial intervention, even where the underlying statutory provision was previously deemed ambiguous, then it failed to adequately support that conclusion of law. If the district court intended to declare that BCRA spoke clearly to the precise question at issue, the court contradicted itself by validating and re-instituting the 2003 regulation substituting words other than those used by Congress. This Court should not excuse the district court's failure to resolve its

¹⁸ Statement on *Van Hollen v. FEC* of Chair Caroline C. Hunter and Commissioners Donald F. McGahn and Matthew F. Petersen, *available at* http://fec.gov/law/litigation/van_hollen.shtml.

apparently contradictory legal conclusions, or to otherwise set forth a wellsupported rule of law.

CONCLUSION

For the above reasons regarding standing, and for those sated in HLF's Opening Brief, this case should be dismissed in its entirety. In the alternative, the decision of the lower should be reversed with respect to its application of the

Chevron analysis.

Dated: August 3, 2012

Respectfully submitted,

<u>/s/_Jason Torchinsky</u>

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Counsel for Hispanic Leadership Fund

CERTIFICATE OF COMPLIANCE WITH D.C. CIRCUIT RULE 32(a)

Pursuant to Federal Rule of Appellate Procedure 32(a)(7) and D.C. Circuit Rule 32(a), I hereby certify that this brief contains 4,995 words, excluding the parts exempted by the rules, and has been prepared in a proportionally spaced typeface using Microsoft Word in Times New Roman 14-point typeface.

Dated: August 3, 2012

Respectfully submitted,

_/s/ Jason Torchinsky___

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Counsel for Hispanic Leadership Fund

CERTIFICATE OF SERVICE

I hereby certify that on August 3, 2012, I electronically filed the foregoing Reply Brief for Hispanic Leadership Fund, with the Clerk of the Circuit Court for the District of Columbia using the CM/ECF system.

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Dated: August 3, 2012

Respectfully submitted,

/s/ Jason Torchinsky_

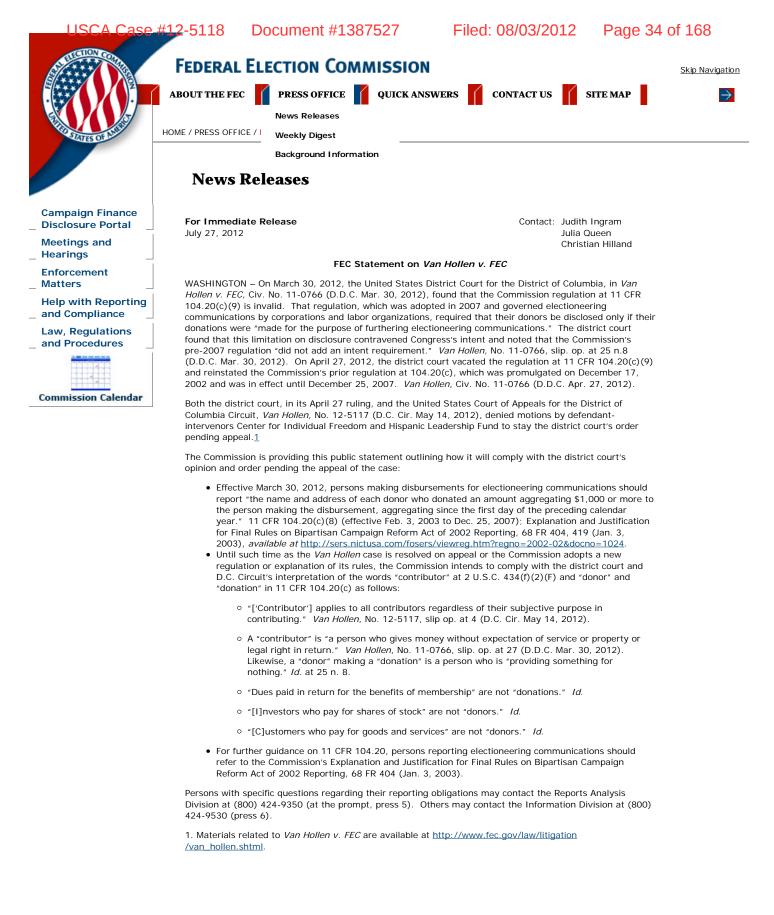
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ADDENDUM

- a. FEC Statement on Van Hollen v. FEC, (July 27, 2012) (available at http://fec.gov/press/press2012/20120727_VanHollen_v_FEC.shtml)
- b. American Federation of Teachers (AFL-CIO), IRS Form 990, pp. 1-9 (2009)
- c. American Civil Liberties Union (ACLU), IRS Form 990, pp. 1-9 (2010)
- d. American Bar Association (ABA), IRS Form 990, pp. 1-9 (2010)

http://fec.gov/press/press2012/20120727_VanHollen_v_FEC.shtml



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Form	990	(2009)	
	220	(200)	

Part III	Statement of	Program Ser	vice Accom	plishments

1 Briefly described Scong Snashoff 2 20 State Document #1387527 Filed: 08/03/2012 Page 37 of 168 SEE SCHEDULE O

2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?								
	If "Yes," describe	these new services on Schedu	le O						
3	Did the organization cease conducting, or make significant changes in how it conducts, any program 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 \$)				
			ERVICES TO APPROXIMATELY 1 5 MILLION AL PROGRAMS, ANNUAL MEETINGS,ETC	I MEMBERS INCLUDING COLLECTIVE B	ARGAINING,				
4b	(Code) (Expenses \$	including grants of \$) (Revenue \$)				
		OVIDED ASSISTANCE TO STATE AND LO LLECTIVE BARGAINING, CAMPAIGNS, A	DCAL AFFILIATES WITH COLLECTIVE BARG	GAINING AND REPRESENTATION - TRA	NING NEW LOCALS IN				
4c	(Code) (Expenses \$	including grants of \$) (Revenue \$)				
	MEMBERSHIP RECR	UITMENT, ETC							
4d	Other program s	ervices (Describe in Schedule	0)						
	(Expenses \$	including	grants of \$) (Revenue \$)				
4e	Total program se	ervice expenses +\$							

Par	t IV Checklist of Required Schedules			•••
	USCA Case #12-5118 Document #1387527 Filed: 08/03/2012 F	age 3	Yes	68 _{No}
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes,"</i> complete Schedule A	1		No
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		No
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		No
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? <i>If "Yes," complete Schedule C, Part III</i>	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part 1</i>	6		No
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		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 😨	8		No
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? <i>If "Yes," complete Schedule D, Part IV</i>	9		No
10	Dıd the organızatıon, dırectly or through a related organızatıon, hold assets ın term, permanent,or quası- endowments? <i>If "Yes," complete Schedule D, Part V</i> 🔀	10		No
11	Is the organization's answer to any of the following questions "Yes"? If so,complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.	11	Yes	
	Did the organization report an amount for land, buildings, and equipment in Part X, line10? If "Yes," complete Schedule D, Part VI.			
	• Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.			
	• Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.			
	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.			
	• Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.			
	• Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? If "Yes," complete Schedule D, Part X.			
12	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complet Schedule D, Parts XI, XII, and XIII 🐿	e 12		No
12 A	Was the organization included in consolidated, independent audited financial statements for the tax year? Yes No	 		
	If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional]		
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	Yes	
	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If "Yes," complete Schedule F, Part I	14b		No
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 US ? If "Yes," complete Schedule F, Part II	15		No
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 U S ? If "Yes," complete Schedule F, Part III	16		No
17	Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>	17		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If</i> "Yes," complete Schedule G, Part III	19		No
20	Did the organization operate one or more hospitals? If "Yes, " complete Schedule H	20		No

Par	t IV Checklist of Required Schedules (continued)		0 - (4	~ ~
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	9 _{Yes} 1	80
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> .	23	Yes	
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? <i>If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to line 25</i>	24a		No
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 to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? \ldots .	24d		
25a	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		
Ь	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If</i> " <i>Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		No
с	An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		No
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		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N,</i> Part I	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If</i> " <i>Yes," complete Schedule N, Part II</i>	32		No
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		No
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	Yes	
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	Yes	
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	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? If "Yes," complete Schedule R, Part VI 🐄	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19 ⁷ Note. All Form 990 filers are required to complete Schedule O	38	Yes	

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Ра	rt V Statements Regarding Other IRS Filings and Tax Compliance			
	USCA Case #12-5118 Document #1387527 Filed: 08/03/2012 P	age 2	Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable			
	1a 267			
b	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	Yes	
2a	Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax</i> Statements filed for the calendar year ending with or within the year covered by this return 2a			
Ь	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions)	2Ь	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	3a	Yes	
Ь	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	Зb	Yes	
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		No
Ь	If "Yes," enter the name of the foreign country ▶			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? $$. $$.	5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
с	If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?	6a		No
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 receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
С	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 7d			
e	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	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.	F	<u> </u>	
a	Did the organization make any taxable distributions under section 4966?	9a		
b		9b		
10	Section 501(c)(7) organizations. Enter			
а	Initiation fees and capital contributions included on Part VIII, line 12 10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	-		
11	Section 501(c)(12) organizations. Enter			
а	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	_		
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b			

Form	990 (2009)			Page	
	t VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 71 below, ahd Cok ຄິວເຊຍ"#ອີຊາວົດໄຮ່ອີto lines 8a,າສະກາດ#10875ອີຍັດ, describe ດີຍິດບິດ/ຊີເຊີໂຣຣ, Pa processes, or changes in Schedule O. See instructions.		11 of 1	.68	
56	ection A. Governing Body and Management		Yes	No	
1a	Enter the number of voting members of the governing body 1a 42				
Ь	Enter the number of voting members that are independent 1b 39				
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		No	
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		No	
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?				
5	Did the organization become aware during the year of a material diversion of the organization's assets? $$. $$.	5		No	
6	Does the organization have members or stockholders?	6	Yes		
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	Yes		
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons? $$.	7b		No	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
а	The governing body?	8a	Yes		
b	Each committee with authority to act on behalf of the governing body?	8b	Yes		
9	Is there any officer, director, 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	9		No	
	ection B. Policies (This Section B requests information about policies not required by the Internal evenue Code.)				
			Yes	No	
10a	Does the organization have local chapters, branches, or affiliates?	10a	Yes		
h	If "Yes," does the organization have written policies and procedures governing the activities of such chapters				

10a	Does the organization have local chapters, branches, or affiliates?	10a	Yes	
Ь	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?	10b	Yes	
11	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11	Yes	
11A	Describe in Schedule O the process, if any, used by the organization to review the Form 990			
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
с	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14	Yes	
15	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?			
а	The organization's CEO , Executive Director, or top management official	15a	Yes	
Ь	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line a or b, describe the process in Schedule O $$ (See instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
Ь	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?			
		16b		
50	action C. Disclosure			

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed►
- **19** Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public See Additional Data Table
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization KIM HARKNESS-JEROME 555 NEW JERSEY AVENUE NW WASHINGTON DC 20001

Part VIII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees/and and dependent Contractions: #1387527 Filed: 08/03/2012 Page 42 of 168

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year. 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 all of the organization's current key employees See instructions for definition of "key employee "

• 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, or 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

(A) Name and Title	(B) Average hours	(C) Position (check all that apply)						(D) Reportable compensation	(E) Reportable compensation	(F) Estimated amount of other
	per week	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensided employee	Former	from the organızatıon (W- 2/1099-MISC)	from related organizations (W- 2/1099- MISC)	compensation from the organization and related organizations
See add'l data										
										Earm 000 (2000)

Check this box if the organization did not compensate any current or former officer, director, trustee or key employee

Forr	n 990 (2009)			Page 8
1b	Total	0		432,901
2	Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization \$156	age 4	13 of 1	.68
			Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individua</i> l	3		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person	5		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation
KELLY PRESS INC 1701 CABIN BRANCH ROAD CHEVERLY, MD 20785	PRINTING	2,681,937
Complete Software Solutions 6106 Edmondson Ave Suite 202 Catonsville, MD 21228	SOFTWARE PROGRAMMING	578,153
Weisslin Computer Services Inc 1202 West 75th St Downers Grove, IL 60516	SOFTWARE PROGRAMMING/IT CONSULTING	532,332
Convergence Technology Consulting LLC 808 Landmark Drv 213 Glen Burnie, MD 21061	IT Consulting	472,587
Artisys Corp Inc PO Box 720477 Atlanta, GA 30358	SOFTWARE PROGRAMMING	407,678
2 Total number of independent contractors (including but not limited to those listed above \$100,000 in compensation from the organization ►55) who received more than	Form 999 (2000)

Part V	700	Statement o	of Revenue					y
		USCA	Case #12-5118	Document #1	38752 (A) I Total revenue	Filed: (188/03/2) Related or exempt function revenue	D12 (c) age Unrelated business revenue	44 Of (5)8 Revenue excluded from tax under sections 512, 513, or
								514
ats a	1a	Federated camp	paıgns 1a					
<u>e</u> E	b	Membershıp du	es 1b					
an S	с	Fundraising eve	ents 1c					
Contributions, gifts, grants and other similar amounts	d	Related organız	ations 1d					
۳. Mil	е	Government grants	s (contributions) 1e					
r si	f		ons, gifts, grants, and 1f					
t e	g	similar amounts no	ot included above butions included in					
Ξò.	9	lines 1a-1f \$						
a Ö	h		a 1a-1f	🔸				
				Business Code				
nue.	2a	MEMBERSHIP DUES	S	900,099	163,426,701	163,426,701		
ехе	ь	INSURANCE PREMI	TUMS	900,099	1,933,684	1,933,684		
പ്പെ പ	c			900,099	1,520,492			
с M.	d	PROGRAM ADMINIS		900,099				
Sei Sei		CONFERENCES & N		,	892,167	892,167		
an	e			900,099	825,557	825,557		
Program Serwoe Revenue	f	All otner progra	am service revenue		957,546	957,546		
<u></u>	g	Total. Add lines	s2a-2f	►	169,556,147			
	3	Investment inc	ome (including dividend	ds, interest				
			aramounts)		1,178,719			1,178,719
	4	Income from inves	tment of tax-exempt bond p	proceeds				
	5	Royalties		•	1,662,340			1,662,340
	_		(1) Real 306,903	(II) Personal				
	6a b	Gross Rents Less rental	102,131					
		expenses						
	С	Rental income or (loss)	204,772					
	d	Net rental incor	meor(loss)	ト	204,772			204,772
			(1) Securities	(II) O ther				
	7a	Gross amount from sales of	12,813,175					
		assets other than inventory						
	Ь	Less cost or	12,988,171	920				
		other basıs and sales expenses						
	с	Gain or (loss)	-174,996	-920				
	d	Net gaın or (los		· · · · •	-175,916			-175,916
Other Revenue	8a	Gross income fi events (not incl \$	_					
रू २		of contributions	reported on line 1c)					
ů.		See Part IV, lın	e 18 a					
ler.	ь	Lass directavi	pensesb					
Ę	c		loss) from fundraising e	events 🕨				
-	9a		rom gaming activities					
		See Part IV, lin						
			а					
	Ь	Less directex						
	с		loss) from gaming activ	vities 🕨				
	10a	Gross sales of returns and allo						
	ь	Less cost of a	oodssold b					
	c		(loss) from sales of inve	entory 🕨				
		Miscellaneous		Business Code				
	11a	DEFUNCT LOC	ALUNIONS	900,099	359,884	359,884		
	ь	ADVERTISING		541,800	217,598		217,598	
	с							
	d	All other revenu	ue					
	e	Total. Add lines	L					
	12		See Instructions	•	577,482			
				-	173,003,544	169,916,031	217,598	2,869,915

	990 (2009)				Page 10
Par	t IX Statement of Functional Expenses USC/sections#1(2)(3) and 501(2)(4) Diginizations in	12th complete File	d: 08/03/20	12 Page 4	5 of 168
_ A	Il other organizations must complete column (A) but are not required to			• • • •	5 01 100
Do no	ot include amounts reported on lines 6b, b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	463,080			
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	997,320			
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	34,595,717			
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	7,697,182			
9	Other employee benefits	5,526,534			
10	Payroll taxes	2,579,132			
11	Fees for services (non-employees)				
а	Management				
Ь	Legal	6,152,658			
с	Accounting	223,321			
d	Lobbying				
е	Professional fundraising See Part IV, line 17 .				
f	Investment management fees				
g	Other	12,005,764			
12	Advertising and promotion				
13	Office expenses	6,448,601			
14	Information technology				
15	Royalties				
16	Occupancy				
17	Travel	6,762,635			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	5,131,005			
20	Interest				
21	Payments to affiliates	16,291,228			
22	Depreciation, depletion, and amortization	1,595,143			
23	Insurance	2,211,980			
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	ORGANIZING	22,370,516			
b	SPECIAL PROJECTS	11,464,834			
с	PARTNERS IN POLITICAL E	6,125,029			
d	STATE FEDERATIONS' SOLI	5,197,020			
е	POSTRETIREMENT EXPENSES	4,564,790			
f	All other expenses	11,446,849			
25	Total functional expenses. Add lines 1 through 24f	169,850,338			
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				
			•		rm 990 (2009

	rt X	(2009) Balance Sheet						Page 11
Pa	πтХ	Balance Sheet USCA Case #12-5118 Document #138	7527		Filed: (8/03/2012	Pag	e 46 of 1,68
_						Beginning of year		End of year
	1	Cash—non-interest-bearing	i				1	
	2	Savings and temporary cash investments				11,275,890	2	27,600,644
	3	Pledges and grants receivable, net					3	
	4	Accounts receivable, net				30,718,549	4	20,369,324
	5	Receivables from current and former officers, directors, trustee highest compensated employees Complete Part II of						
		Schedule L					5	
	6	Receivables from other disqualified persons (as defined under s persons described in section 4958(c)(3)(B) Complete Part II of	(f)(1)) and					
		Schedule L					6	
ets	7	Notes and loans receivable, net				2,566,072	7	2,530,974
Assets	8	Inventories for sale or use					8	
A	9	Prepaid expenses and deferred charges				539,694	9	1,347,911
	10a	Land, buildings, and equipment cost or other basis <i>Complete</i> <i>Part VI of Schedule D</i>	10a		16,828,297			
	Ь	Less accumulated depreciation	10b		12,127,278	4,649,901	10c	4,701,019
	11	Investments—publicly traded securities				20,625,849	11	21,189,516
	12	Investments—other securities See Part IV, line 11				33,892,500	12	36,843,017
	13	Investments—program-related See Part IV, line 11					13	
	14	Intangıble assets					14	
	15	Other assets See Part IV, line 11				113,051	15	108,370
	16	Total assets. Add lines 1 through 15 (must equal line 34) .				104,381,506	16	114,690,775
	17	Accounts payable and accrued expenses .				10,470,881	17	11,166,916
	18	Grants payable					18	
	19	Deferred revenue				301,990	19	191,573
	20	Tax-exempt bond liabilities					20	
jes	21	Escrow or custodial account liability Complete Part IV of Schedu	leD.				21	
"ìabilities	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified	,					
Lić		persons Complete Part II of Schedule L		•			22	
	23	Secured mortgages and notes payable to unrelated third parties	5.	•			23	
	24	Unsecured notes and loans payable to unrelated third parties					24	
	25	Other liabilities Complete Part X of Schedule D				36,200,179	25	41,747,212
	26	Total liabilities. Add lines 17 through 25				46,973,050	26	53,105,701
ces		Organizations that follow SFAS 117, check here 🕨 🔽 and comp through 29, and lines 33 and 34.	plete li	ines 27				
an	27	Unrestricted net assets				57,408,456	27	61,585,074
Ba	28	Temporarily restricted net assets					28	
B	29	Permanently restricted net assets					29	
Assets or Fund Balances		Organizations that do not follow SFAS 117, check here ► ┌ ar lines 30 through 34.	nd com	nplet e				
2	30	Capital stock or trust principal, or current funds					30	
Set	31	Paid-in or capital surplus, or land, building or equipment fund					31	
As	32	Retained earnings, endowment, accumulated income, or other fu	unds				32	
Net	33	Total net assets or fund balances				57,408,456	33	61,585,074
2	34	Total liabilities and net assets/fund balances				104,381,506	34	114,690,775
	-						-	Form 990 (2009)

Pa	rt XI Financial Statements and Reporting USCA Case #12-5118 Document #1387527 Filed: 08/03/2012 Pt		17 of 1	60			
	03CA Case #12-3110 Document #1307327 Pileu. 00/03/2012 Pr	age 4	Yes	No			
1	Accounting method used to prepare the Form 990						
2a	2a Were the organization's financial statements compiled or reviewed by an independent accountant?						
Ь	b Were the organization's financial statements audited by an independent accountant?						
с	If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	2c	Yes				
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both Separate basis IC Consolidated basis IC Both consolidated and separated basis						
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A - 133?	3a		No			
Ь	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b					
		F	orm 990) (2009)			

Additional Data

USCA Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 48 of 168

Software ID:

Software Version:

EIN: 36-0725240

Name: AMERICAN FEDERATION OF TEACHERS AFL-CIO PARENT ORGANIZATION

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest **Compensated Employees, and Independent Contractors**

(A) Name and Title	(B) (C) Average Position (check all hours that apply)							(D) Reportable compensation	(E) Reportable compensation	(F) Estimated amount of other	
	per week	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employiee	Former	from the organızatıon (W- 2/1099-MISC)	from related organızatıons (W- 2/1099- MISC)	compensation from the organization and related organizations	
RANDI WEINGARTEN PRESIDENT	70 00	х		х				350,170	0	60,614	
ANTONIA CORTESE SEC/TREAS	55 00	х		х				323,470	0	68,029	
LORRETTA JOHNSON EXEC VICE PRES	55 00	х		x				156,939	0	38,098	
SHELVY ABRAMS VICE PRES	5 00	х		x				0	0	0	
MARY ARMSTRONG VICE PRES	5 00	х		х				0	0	0	
BARBARA BOWEN VICE PRES	5 00	х		х				0	0	0	
LINDA BRIDGES VICE PRES	5 00	х		х				0	0	0	
KENNETH BRYNIEN VICE PRES	5 00	х		х				0	0	0	
ELSIE P BURKHALTER VICE PRES	5 0 0	х		х				0	0	0	
STACY CARUSO-SHARPE VICE PRES	5 0 0	х		х				0	0	0	
KATHERINE CHAVEZ VICE PRES	5 0 0	х		х				0	0	0	
LEE CUTLER VICE PRES	5 0 0	х		x				0	0	0	
EDWARD DOHERTY VICE PRES	5 0 0	х		х				0	0	0	
KATHLEEN DONAHUE VICE PRES	5 0 0	х		x				0	0	0	
THOMAS DOOHER VICE PRES	5 0 0	х		x				0	0	0	
ERIC FEAVER VICE PRES	5 0 0	х		x				0	0	0	
ANDREW FORD VICE PRES	5 0 0	х		x				0	0	0	
ED GEPPERT JR VICE PRES	5 0 0	х		x				0	0	0	
DAVID GRAY VICE PRES	5 0 0	х		x				0	0	0	
JUDY HALE VICE PRES	5 0 0	х		х				0	0	0	
DAVID HECKER VICE PRES	5 0 0	х		х				0	0	0	
RICHARD IANNUZZI VICE PRES	5 0 0	х		х				0	0	0	
JERRY JORDAN VICE PRES	5 0 0	х		х				0	0	0	
DENNIS KELLY VICE PRES	5 0 0	х		х				0	0	0	
TED KIRSCH VICE PRES	5 0 0	х		х				0	0	0	

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A)SCA Case #12	- <mark>51<u>1</u>8</mark>	Docu	mer	nt #:	138	3752	7	Filed: 08/0)3/2012, Pag	e 49 of 168
Name and Title	Average hours per	Posi	tion (hat a	(che	ckal)		1	Reportable compensation from the	Reportable compensation from related	Estimated amount of other compensation
	week	Individual titustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	organization (W- 2/1099-MISC)	organizations (W- 2/1099- MISC)	from the organization and related organizations
FRANCINE LAWRENCE VICE PRES	5 0 0	x		x				0	0	0
ALAN LUBIN VICE PRES	5 0 0	х		x				0	0	0
LOUIS MALFARO VICE PRES	5 00	х		x				0	0	0
MERLENE MARTIN VICE PRES	5 00	x		x				0	0	0
MICHAEL MULGREW VICE PRES	5 00	x		x				0	0	0
MARIA NEIRA VICE PRES	5 00	x		x				0	0	0
RUBY NEWBOLD VICE PRES	5 0 0	x		x				0	0	0
CANDICE OWLEY VICE PRES	5 00	х		x				0	0	0
SHARON PALMER VICE PRES	5 00	x		x				0	0	0
MARCIA REBACK VICE PRES	5 0 0	x		x				0	0	0
LAURA RICO VICE PRES	5 0 0	х		x				0	0	0
PAT SANTERAMO VICE PRES	5 0 0	х		x				0	0	0
SANDRA SCHROEDER VICE PRES	5 0 0	x		x				0	0	0
PHILLIP SMITH VICE PRES	5 0 0	x		x				0	0	0
MARILYN STEWART VICE PRES	5 0 0	х		x				0	0	0
ANN TWOMEY VICE PRES	5 00	х		x				0	0	0
ADAM URBANSKI VICE PRES	5 00	x		x				0	0	0
MIKE BENNER GEN MANAGER, FINANCIAL OPERATIONS	55 00					x		206,348	0	46,705
HARTINA FLOURNOY ASSISTANT TO THE PRESIDENT - PUBLIC	55 0 0					x		218,702	0	53,095
RON KROUSE GEN MANAGER, FINANCIAL OPERATIONS	55 0 0					x		214,039	0	57,467
PHIL KUGLER ASSIST TO PRES FOR ORG	55 00					x		220,226	0	58,392
Nancy Chaney Administrative Accountant	70 00					x		206,849	0	50,501

Form 990, Part VIII - Statement of Revenue - 2a - 2g Program Service Revenue -

USCA Case #12-51	18 Docume Business Code	nt <mark>,#1327527</mark> Revenue	Related of 8/(Related of 8/(Exempt Function Revenue	3/2012 Business Revenue	e 50, (D) Excluded from Tax under IRC 512, 513, or 514
MEMBERSHIP DUES	900,099	163,426,701	163,426,701		
INSURANCE PREMIUMS	900,099	1,933,684	1,933,684		
AFFILIATION FEE REBATE	900,099	1,520,492	1,520,492		
PROGRAM ADMINISTRATION	900,099	892,167	892,167		
CONFERENCES & MEETINGS	900,099	825,557	825,557		

Form 990, Part IX - Statement of Functional Expenses - 24a - 24e Other Expenses

Do not include amounts reported on line 6b, 8b, 9b, and 10b of Part VIIP.	Document #1387	(B) 527 (B) Filed: expenses	08/03/2012 Management and general expenses	age 51 (D) Fundraising expenses
ORGANIZING	22,370,516			
SPECIAL PROJECTS	11,464,834			
PARTNERS IN POLITICAL E	6,125,029			
STATE FEDERATIONS' SOLI	5,197,020			
POSTRETIREMENT EXPENSES	4,564,790			

efile GRAPHIC	print - DO NOT PROCESS	As Filed Data -		DLN: 934931	31021201
SCHEDULE D Form 990)	USCA Case #12-5118 Supple	Document #1387527 emental Financial Statem	Filed: 08/03/ nents	/2012 P ⁰⁴⁸⁸ 52 20) 09
		f the organization answered "Yes," to) Form 990,	Open	to Public
Department of the Treasury nternal Revenue Service		Part IV, line 6, 7, 8, 9, 10, 11, or 12. h to Form 990. ⊨ See separate instruc	tions.		ection
Name of the organi AMERICAN FEDERATION PARENT ORGANIZATION	i zat ion N OF TEACHERS AFL-CIO		Emp	oloyer identification nu	
Part I Organ	izations Maintaining Don	or Advised Funds or Other Si			plete if the
	zation answered "Yes" to Foi				·
		(a) Donor advised fund	ls	(b) Funds and other ac	counts
1 Total number a	t end of year				
2 Aggregate cont	tributions to (during year)				
Aggregate gran	nts from (during year)				
Aggregate valu	ie at end of year				
		or advisors in writing that the assets h to the organization's exclusive legal c		ised 🔽 Y	es 🗌 No
used only for c	5	s, and donor advisors in writing that g he benefit of the donor or donor adviso	'		es 🗌 No
Part II Conse	rvation Easements. Com	plete if the organization answere	d "Yes" to Forr	n 990, Part IV, line	7
Preservati	conservation easements held by ion of land for public use (e g , re n of natural habitat ion of open space		ation of an histor	rically importantly land ad historic structure	area
	s 2a-2d if the organization held i he last day of the tax year	a qualified conservation contribution i	n the form of a co	onservation	
				Held at the End of	the Year
-	of conservation easements		2a		
-	restricted by conservation ease		2b		
		ied historic structure included in (a)	2c		
d Number of con:	servation easements included ir	ı (c) acquıred after 8/17/06	2d		
	servation easements modified, t ar 🕨	ransferred, released, extinguished, or	terminated by th	he organızatıon durıng	
Number of stat	tes where property subject to co	nservation easement is located 🕨			
Does the organ		garding the periodic monitoring, inspe		f violations, and	es 🔽 No
5 Staff and volun	teer hours devoted to monitorin	g, inspecting and enforcing conservat	ion easements d	luring the year 🕨	
A mount of exp	enses incurred in monitoring, ins	specting, and enforcing conservation	easements durın	g the year 🕨 \$	
	servation easement reported on) and 170(h)(4)(B)(11)?	n line 2(d) above satisfy the requireme	ents of section	⊢ Y	es 🔽 No
balance sheet,		orts conservation easements in its re ext of the footnote to the organization' easements			
		ections of Art, Historical Trea ered "Yes" to Form 990, Part IV,		her Similar Asset	s.
art, historical t	reasures, or other similar asset	SFAS 116, not to report in its revenues held for public exhibition, education its financial statements that describe	or research in fu		
historical treas		SFAS 116, to report in its revenue st Id for public exhibition, education, or i a items			•
(i) Revenues I	ncluded in Form 990, Part VIII,	line 1		►\$	
(ii) Accete inc	luded in Form 990, Part X			►\$	
If the organizat	tion received or held works of ar	t, historical treasures, or other simila er SFAS 116 relating to these items	r assets for finan		
-	uded in Form 990, Part VIII, line	2		►\$	
_	ed in Form 990, Part X			►\$	
	a in i viii 220, Fail A			F P	

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For Privacy Act and Paperwork Reduction Act Notice	, see the Intructions for Form 990	Cat No 52283D	Schedule D (Form 990) 2009

Sche	dule D (Form 990) 2009										Page 2
Part	OrganizatioAsOMaintaliAihg1@o	lle diocument #1	8857 t	<mark>62</mark> i/	cal Treas	ileels,08/00	3/20	<mark>1</mark> 8imil₽€	lges é	<mark>dof</mark> al	<mark>618</mark> nued)
3	Using the organization's accession and othe items (check all that apply)	r records, check any	ofthe	foll	owing that a	ire a significa	ant u	se of its co	llectior	ı	
а	Public exhibition		d	Γ	Loan or ex	change prog	rams				
b	Scholarly research		е	Г	Other						
с	Preservation for future generations										
4	Provide a description of the organization's co Part XIV	ollections and explair	n how	they	further the	organızatıor	ı's ex	empt purpo	se in		
5	During the year, did the organization solicit o	or receive donations (ofart,	his	torical treas	ures or othe	rsım	ılar			
	assets to be sold to raise funds rather than t				-				,	Yes	│ No
Par	TIV Escrow and Custodial Arrang Part IV, line 9, or reported an an					on answere	d "Y	es" to For	m 990	⁾ ,	
	Is the organization an agent, trustee, custod included on Form 990, Part X?					or other ass	sets r	not	Г	Yes	∏ No
Ь	If "Yes," explain the arrangement in Part XIV	/ and complete the fo	llowir	ng ta	ible	F					
						-			Amou	Int	
С	Beginning balance					-	1c				
d	Additions during the year					-	1d				
e	Distributions during the year					_	1e				
f	Ending balance 1f										
2a	Did the organization include an amount on Form 990, Part X, line 21?								∏ No		
b	If "Yes," explain the arrangement in Part XIV	1									
Ра	rt V Endowment Funds. Complete										
-		(a)Current Year	(b) P	rior \	'ear (c)T	wo Years Back	(d)	Three Years B	ack (e)Four Ye	ears Back
1a	Beginning of year balance						_				
b	Contributions										
c	Investment earnings or losses						_				
d	Grants or scholarships										
e	Other expenditures for facilities and programs										
f	Administrative expenses										
g	End of year balance										
2	Provide the estimated percentage of the yea	r end balance held as	;								
а	Board designated or quasi-endowment 🕨										
b	Permanent endowment 🕨										
с	Term endowment 🕨										
3a	Are there endowment funds not in the posses organization by	sion of the organizat	ion th	nat a	re held and	admınıstere	d for	the		Yes	No
	(i) unrelated organizations		• •	•	• • •		•		3a(i)		
	(ii) related organizations			•		• • •	• •	· · · [3a(ii)		
ь 4	If "Yes" to 3a(11), are the related organizatio Describe in Part XIV the intended uses of th						•	• • • [3b		
-	t VI Investments—Land, Buildings	-				Dart V Juno	10				
Fa	Description of investment	s, and Equipmen	<u>t. se</u>	(a)	Cost or other s (investment)	(b)Cost or a	other	(c) Accumu depreciat		(d) Bo	ok value
1a	Land	· · · · · ·									
			ŀ								
	Leasehold improvements		. †			1,73	6,183	1,7	28,558		7,625

e Other	. .	· • • • •			
Total. Add lines 1a-1e <i>(Coli</i>	lumn (d) should equal Form 99	0, Part X, column (B), line 1	0(c).)	. .	4,701,019

.

.

. .

.

e Other .

4,693,394

10,398,720

15,092,114

Schedule D (Form 990) 2009		Page 3
Part VII Investments-Othe#Securities. See	Emmant9019875271.ne 12	
 (a) Description of security or category (including name of security) 	(b) Book value	d of valuation - year market value
Financial derivatives		- year market value
	26.942.017	
Closely-held equity interests Other	36,843,017	C
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)	50,015,017	
Part VIII Investments—Program Related. See	e Form 990, Part X, line :	
(a) Description of investment type	(b) Book value	d of valuation - year market value
		/
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)		
Part IX Other Assets. See Form 990, Part X, III		
(a) Descrip	otion	(b) Book value
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1	5.)	
Part X Other Liabilities. See Form 990, Part X		
1 (a) Description of Liability	(b) A mount	
Federal Income Taxes		

ACCRUED EXPENSES AND OTHER LIABILITIES	17,311,910
ESTIMATED SELF-INSURANCE RESERVE	1,000,000
ACCRUED PENSION LIABILITY	8,560,951
ACCRUED POSTRETIREMENT HEALTHCARE COSTS	14,874,351
Total. (Column (b) should equal Form 990, Part X, col (B) line 25) 🕨	41,747,212

2. Fin 48 Footnote In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48

sched	ule D (Form 990) 2009		Page 4
Par	t XI Reconditiation and that get 18 Net Assets To #1 \$8752990 to Finland i al State her	nts 🖡	Page 55 of 168
1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	173,003,544
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	169,850,338
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	3,153,206
4	Net unrealized gains (losses) on investments	4	1,023,412
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	1,023,412
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	4,176,618
Part	XII Reconciliation of Revenue per Audited Financial Statements With Revenue p	er R	eturn
1	Total revenue, gains, and other support per audited financial statements	1	176,850,811
2	A mounts included on line 1 but not on Form 990, Part VIII, line 12		
а	Net unrealized gains on investments . . . 2a 1,023,412		
b	Donated services and use of facilities		
с	Recoveries of prior year grants		
d	Other (Describe in Part XIV) 2,823,855		
e	Add lines 2a through 2d	2e	3,847,267
3	Subtract line 2e from line 1	3	173,003,544
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
а	Investment expenses not included on Form 990, Part VIII, line 7b . 4a		
Ь	Other (Describe in Part XIV)		
с	Add lines 4a and 4b	4c	0
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	173,003,544
	XIII Reconciliation of Expenses per Audited Financial Statements With Expenses Total expenses and losses per audited financial	<u>per</u>	172,934,963
-	statements	1	172,954,905
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
а	Donated services and use of facilities		
b	Prior year adjustments		
с	O ther losses		
d	Other (Describe in Part XIV)		
e	Add lines 2a through 2d	2e	3,084,625
3	Subtract line 2e from line 1	3	169,850,338
4	A mounts included on Form 990, Part IX, line 25, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
Ь	Other (Describe in Part XIV)		
с	Add lines 4a and 4b	4c	0
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18) t XIV Supplemental Information	5	169,850,338

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b Also complete this part to provide any additional information

Ident if ier	Ret urn Reference	Explanation
Part XII, Lıne 2d - Other Adjustments		RENTAL EXPENSES INCLUDED ON FORM 990, LINE 6B 102131 REVENUE OF CONSOLIDATED SUBSIDIARY 2721724
Part XIII, Lıne 2d - Other Adjustments		RENTAL EXPENSES INCLUDED ON FORM 990, LINE 6B 102131 EXPENSES OF CONSOLIDATED SUBSIDIARY 2982494

efile GRAPHIC print -	DO NOT PROCESS	As Filed Data -					DLN: 9349313102120
Schedule I	USCA Cas	e <u>#12-5118</u> Grants and Oth	ument #1387527	Filed: 08/03	/ <u>20</u> 12 Page 5	6 of 168	OMBNo 1545-0047
(Form 990)		Grants and Oth Governments ar					2009
		mplete if the organization					Open to Public
Department of the Treasury Internal Revenue Service			Attach to Form 9	90			Inspection
Name of the organization	OF TEACHERS AFL-CIO						lentification number
PARENT ORGANIZATION Part I General Inf						36-07252	40
 Does the organization the selection criteria i 	maintain records to subs used to award the grants ne organization's procedu	stantiate the amount of th or assistance?					🔽 Yes 🔽
Form 990, Pa	Other Assistance to art IV, line 21 for any i Schedule I-1 (Form 99	recipient that received	d more than \$5,000	. Check this box if no	o one recipient rec	eived more than	\$5,000. Use
(a) Name and address of organization or government	f (b) EIN	(c) IRC Code section if applicable	(d) A mount of cash grant	(e) A mount of non- cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description non-cash assista	
THE ALBERT SHANKER INSTITUTE555 NEW JERSEY AVENUE NW WASHINGTON, DC 2000	521432693	501(C)(3)	463,080				ADMINISTRATIVE ASSISTANCE

Schedule I (Form 990) 2009

Part III Grants and Other Assistance Individuals in Decunited States 20 omplete Filte Oga08/20012 ans wage Sestitation 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed. (b)Number of (c)A mount of (d)A mount of (e)Method of valuation (f)Description of non-cash assistance (a)Type of grant or assistance recipients cash grant non-cash assistance (book, FMV, appraisal, other)

Part IV Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.

Ret urn Reference	Explanation

Page **2**

Schedule I (Form 990) 2009

efile GRAPHIC	print - DO NOT PROCESS	As Filed Data -		DLN: 9349	313	1021	201
Schedule J	USCA Case #12-5118	mpensatian36/	Filed: 08/03/2	012 Page		545-0	047
Form 990)			Key Employees, and Highest		20	nq	
	Complete if	Compensated Empl	loyees /ered "Yes" to Form 990,		20	05	
epartment of the Treasury		Part IV, question	n 23.			o Put	
nternal Revenue Service	•	to Form 990. 🕨 See se	•			ectio	n
	N OF TEACHERS AFL-CIO		Emplo	oyer identification	on nun	nber	
PARENT ORGANIZATIO			36-07	725240			
Part I Quest	ions Regarding Compensa	ition				Yes	Nie
1a Check the app	ropiate box(es) if the organization	n provided any of the fo	llowing to or for a person listed			res	No
	Section A, line 1a Complete Par						
🔽 Fırst-clas	s or charter travel	🔽 Housing a	allowance or residence for perso	nal use			
🔽 Travel for	companions	Payments	s for business use of personal re	sidence			
·	nification and gross-up payments		social club dues or initiation fee				
Discretion	nary spending account	Personal	services (e g , maid, chauffeur, c	:hef)			
	oxes in line 1a are checked, did th t orprovision of all the expenses o			ntor	41	×	
	zation require substantiation prior		,		1b	Yes	
	ors, trustees, and the CEO/Exec	5	5 1 7		2	Yes	
				·			
3 Indicate which	n, if any, of the following the organ	lization uses to establis	sh the compensation of the				
	CEO/Executive Director Check		· · · · · · · · · · · · · · · · · · ·				
	ation committee	·	mployment contract				
	ent compensation consultant		ation survey or study				
Form 990	of other organizations	Approval	by the board or compensation c	ommittee			
4 During the yea or a related or	ar, dıd any person lısted ın Form 9 ganızatıon	90, Part VII, Section A	۹, line 1a with respect to the filir	ıg organızatıon			
a Receive a sev	erance payment or change-of-cor	ntrol payment?			4a		No
b Participate in,	or receive payment from, a suppl	emental nonqualified re	etirement plan?		4b	Yes	
c Participate in,	or receive payment from, an equi	ty-based compensatio	n arrangement?		4c		No
If "Yes" to any	/ of lines 4a-c, list the persons ar	nd provide the applicab	le amounts for each item in Part	III			
0			F 0				
) and 501(c)(4) organizations onl sted in form 990, Part VII, Sectio						
	contingent on the revenues of		junzation pay of accrac any				
a The organizati	on?				5a		
b Any related or	ganization?				5b		
If "Yes," to lın	e 5a or 5b, describe in Part III						
-	sted in form 990, Part VII, Sectio contingent on the net earnings of		ganization pay or accrue any				
a The organizati	on?				6a		
b Any related or	ganization?				6b		
If "Yes," to lın	e 6a or 6b, describe in Part III						
	sted in Form 990, Part VII, Section described in lines 5 and 67 If "Ye			t	7		
	unts reported ın Form 990, Part V ınıtıal contract exception describ			be	8		
9 If "Yes" to line section 53 49	e 8, dıd the organızatıon also follo 58-6(c)?	w the rebuttable presur	mption procedure described in R	egulations	9		

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Part II Officers, Directors, that see # Employees, Docurright # Company and Employees, 2000 Figure 50 add too had space needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(I)-(III) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name (B) Breakdown of W-2 and/or 1099-MISC compensation ((C) Retirement and (D) Nontaxable (E) Total of co			(F) Compensation			
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(1)-(D)	reported in prior Form 990 or Form 990-EZ
RANDI WEINGARTEN	(1) (11)	2 5 2 ,7 4 3 0	0 0	97,427 0	58,131 0	2,483 0	410,784 0	0 0
ANTONIA CORTESE	(1) (11)	255,000 0	0 0	68,470 0	58,650 0	9,379 0	391,499 0	0
LORRETTA JOHNSON	(I) (II)	147,892 0	0	9,047 0	34,016 0	4,082	195,037 0	0
MIKE BENNER	(1) (11)	134,427 0	0	71,921 0	39,480 0	7,225 0	2 5 3 ,0 5 3 0	0 0
HARTINA FLOURNOY	(1) (11)	209,078 0	0	9,624 0	49,013 0	4,082 0	271,797 0	0
RON KROUSE	(I) (II)	209,078 0	0	4,961 0	48,088 0	9,379 0	271,506 0	0 0
PHIL KUGLER	(I) (II)	209,078 0	0	11,148 0	49,013 0	9,379 0	278,618 0	0 0
Nancy Chaney	(1) (11)	84,050, 84 0	0 0	122,799 0	46,419 0	4,082 0	257,350 0	0 0

Schedule J (Form 990) 2009

Part III Supplemental Infol Stationese #12-5118 Document #1387527 Filed: 08/03/2012 Page 60 of 168

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Ident if ier	Ret urn Ref erence	Explanation
		Part I - Questions Regarding Compensation 1a First-class or charter travel AFT officers and vice presidents may fly first class when the scheduled flight time is two hours or longer Travel for companions If officers or vice presidents would like to bring a family member or companion with them on travel and they are eligible for a first class ticket, they may take advantage of the AFT "conversion" policy Under this policy, they are entitled to airfare up to the cost of a single first class ticket For example, if their first class ticket for a trip would cost \$1,000, they can convert the ticket to coach class and AFT would cover the cost of an additional coach ticket for a companion up to a total of \$1,000 As long as the cost of the coach tickets is equal to or less than the cost of the single first class ticket, AFT will pay for the tickets Tax indemnification and gross-up payments gross payments are made for all officers on their housing allowances, commuter costs and long term care insurance. Housing allowance or residence for personal use. The AFT officers receive a monthly housing allowance.

Schedule J (Form 990) 2009

Additional Data

USCA Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 61 of 16	USCA Case #12-5118	Document #1387527	Filed: 08/03/2012	Page 61 of 168
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Software ID:

Software Version:

EIN: 36-0725240

Name: AMERICAN FEDERATION OF TEACHERS AFL-CIO PARENT ORGANIZATION

efile GRAPHIC pr	int - DO NOT PROCESS	As Filed Data -		DLN: 93493131021201
SCHEDULE O				OMBNo 1545-0047
Supplemental Information to Form 990				2009
Department of the Treasury	Complete to provi	ide information for resp	onses to specific questions on	
ternal Revenue Service Form 990 or to provide any additional information. ► Attach to Form 990.			Open to Public Inspection	
Name of the organizat AMERICAN FEDERATION OF			Employe	identification number
PARENT ORGANIZATION			36-0725	240

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 6		The organization has members. The membership consists of divisions of public and private school teachers, paraprofessionals and school-related personnel, higher education faculty and professionals, nurses, allied health professionals and other health care employees, state and local public employees and other w orkers

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 7a		The executive council IS elected on even years by the convention for a term of 2 years

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 11		The Form 990 is drafted through a collaborative effort of AFT's outside audit firm and in-house financial and legal professionals. The draft is distributed to the Executive team for review prior to filing. The form is then finalized and submitted.

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 12c		A CONFLICT OF INTEREST QUESTIONNAIRE IS CIRCULATED ANNUALLY TO VICE PRESIDENTS AND ALL NEW VICE PRESIDENTS ARE PROVIDED WITH A COPY OF THE POLICY

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 15		As stated in the AFT constitution, the executive council shall determine the salary of the president. There is a review of comparability of salary with other peer groups. As stated in the AFT constitution, the executive council shall set the salary of the secretary-treasurer and executive vice president. There is a review of comparability of salary with other peer groups.

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section C, line 19		AFT's Form 990 is available as required by law upon request. The Department of Labor form LM-2 is available online on the DOL website database. AFT's governing documents along with audited financial statements are available on the organization's public website.

Identifier Return Reference		Explanation
FORM 990, PART XI, LINE 2C		THE PROCESS HAS NOT CHANGED FROM THE PRIOR Y EAR

efile GRAPHIC print	- DO NOT PROCESS As Filed Data -								D	LN: 93493131021201
SCHEDULE R (Form 990)	USCA Case #12Related O Complete if the organ A	nization answered "Ye	s" to F		IV, lin	- 1e 33, 34, 35,				омв № 1545-0047 2009
Department of the Treasury Internal Revenue Service										Open to Public Inspection
Name of the organization AMERICAN FEDERATION OF TEA							Emp	loyer ident	ification I	number
PARENT ORGANIZATION								0725240		
Part I Identifica	tion of Disregarded Entities (Complete	e if the organization	answ	ered "Yes" o	n Fori T	m 990, Par	t IV, line	933.)		
Name, addre	(a) ss, and EIN of disregarded entity	(b) Primary activity		(c) domicile (state reign country)	Tota	(d) Total income E		e) ear assets	Direct	(f) controlling ntity
	tion of Related Tax-Exempt Organiza		the or	ganızatıon a	nswer	red "Yes" o	n Form	990, Part	IV, line 3	34 because it had one
Name, addre	(a) ess, and EIN of related organization	(b) Primary activity		(c) Legal domicile (or foreign cour		(d) Exempt Cod		(e Public chai (if section 5	ity status	(f) Direct controlling entity
AMERICAN FEDERATION OF TE	ACHERS EDUCATIONAL FOUNDATION	TO CONDUCT AND SPO	NSOR							
555 NEW JERSEY AVE NW WASHINGTON, DC 20001		STUDY AND RESEARCH EDUCATIONAL AND REL FIELDS	IN	DC		501(C)	(3)	509(A)(3) - TYPE 1	american federation of teachers
52-1439116 AMERICAN FEDERATION OF TE	ACHERS BENEFIT TRUST									
555 NEW JERSEY AVE NW WASHINGTON, DC 20001		TO PROVIDE WELFARE BENEFITS TO MEMBERS AFT	5 OF	DC 501(0		501(C)	501(C)(5)			american federation of teachers
52-1846907 555 NEW JERSEY AVENUE NW	INC									
555 NEW JERSEY AVE NW WASHINGTON, DC 20001		TITLE HOLDING COMPA	NY	DC 501(C		501(C)	501(C)(2)			american federation of teachers
52-1797147 AMERICAN FEDERATION OF TE	ACHERS COPE									
555 NEW JERSEY AVE NW		political action committe	ee	DC			527			american federation of teachers
WASHINGTON, DC 20001 23-7269962										
	ACHERS COPE STATE AND LOCAL	TO IMPROVE PUBLIC								
555 NEW JERSEY AVE NW		EDUCATION THROUGH	ICAL	DC			527			american federation of teachers
WASHINGTON, DC 20001 52-2256152		ACTIVITIES								
AFT DISASTER RELIEF FUND		PROVIDING ASSISTANC PERSONS AFFECTED BY								american federation of
WASHINGTON, DC 20001			DE	DC		501(C)	501(C)(3)) - TYPE 1	teachers
20-3664119 THE ALBERT SHANKER INSTITU	JTE									
555 NEW JERSEY AVENUE NW		TO CARRY ON, CONDUC		DC		501(C)	(3)	509(A)(3) - TYPE 1	american federation of teachers
WASHINGTON, DC 20001 52-1432693		RESEARCH IN EDUCATI	:ON				-			
For Privacy Act and Paper	work Reduction Act Notice, see the Instructions	for Form 990.		Cat No 5013	35Y				Sc	hedule R (Form 990) 2009

1 1157

Part III Identifica because it	had one or more r	eiated	zations Taxable as organizations treated	s a Partnership (C d as a partnership di	omplete if the organ uring the tax year.)	2012 Page 63	res" 6 01 16	B For	m 990, Part IV, line	34	
(a) Name, address, and EIN of related organization		(c) Legal domicile (state or foreign country)	entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Dispropitionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j Gener mana partr	ral or aging
	Į'	<u> </u>	'				Yes	No	ļ	Yes	No
CAPITOL PLACE I ASSOCIATES LIMITED PARTNERSHIP 555 NEW JERSEY AVENUE NW WASHINGTON, DC20001 52-1293001	REAL ESTATE RENTAL	DC	AMERICAN FEDERATION OF TEACHERS	INVESTMENT	-1,238	42,171,128		No			No
	_										

c ...

Part IV Identification of Related Organizations Taxable as a Corporation or Trust (Complete of the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership

Part V Transactions With Related Organizations (Complete if the organization answered "Yes" on Form 990 Part IV, line 34, 35, or Note. Complete line 1 if any entity is listed in Parts II, III or IV		Yes	No
1 During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity	1a	-	No
b Gift, grant, or capital contribution to other organization(s)	1b	Yes	<u> </u>
c Gift, grant, or capital contribution from other organization(s)	1c	1	No
d Loans or loan guarantees to or for other organization(s)	1d	1	No
e Loans or loan guarantees by other organization(s)	1e		No
f Sale of assets to other organization(s)	1f	+	No
g Purchase of assets from other organization(s)	1 g		No
h Exchange of assets	1h		No
i Lease of facilities, equipment, or other assets to other organization(s)	1i	<u> </u>	No
j Lease of facilities, equipment, or other assets from other organization(s)	1j	Yes	\vdash
k Performance of services or membership or fundraising solicitations for other organization(s)	1 k		No
I Performance of services or membership or fundraising solicitations by other organization(s)	11		No
m Sharing of facilities, equipment, mailing lists, or other assets	1m	1	No
n Sharing of paid employees	1 n	<u> </u>	No
• Reimbursement paid to other organization for expenses	10	+	No
p Reimbursement paid by other organization for expenses	1 p	Yes	
q Other transfer of cash or property to other organization(s)	1 q	Yes	┼──
r O ther transfer of cash or property from other organization(s)	1r		No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

(a) Name of other organization	(b) Transaction type(a-r)	(c) Amount involved
(1) CAPITOL PLACE I ASSOC	J	2,687,666
(2) CAPITOL PLACE I ASSOC	Q	2,620,000
(3)		
(4)		
(5)		
(6)		
	Sched	ule R (Form 990) 2009

OSCA Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 65 of 168 Part VI Unrelated Organizations Taxable as a Partnership (Complete if the organization answered "Yes" on Form 990, Part IV, line 37.)

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Are all partners section 501(c)(3) organizations?		Are all partners section		Are all partners section 501(c)(3) organizations?		Are all partners section 501(c)(3) organizations?		Are all partners section 501(c)(3) organizations?		Are all partners section 501(c)(3) organizations		Are all partners section 501(c)(3) organizations?		assets	(f Disprop allocat) ortionate ions?	(g) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(† Gene mana part	1) ral or aging :ner?
			Yes	No		Yes	No		Yes	No												
										<u> </u>												

Schedule R (Form 990) 2009

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Software ID:

Software Version:

EIN: 36-0725240

Name: AMERICAN FEDERATION OF TEACHERS AFL-CIO

PARENT ORGANIZATION

Form 990, Schedule R, Part II - Identification of Related Tax-Exempt Organizations

Form 990, Schedule R, Part II - Identification of Related	lax-Exempt Organizat	lions	1	1	1
(a) Name, address, and EIN of related organization	(b) Primary Activity	(c) Legal Domicile (State or Foreign Country)	(d) Exempt Code section	(e) Public charity status (if 501(c)(3))	(f) Direct Controlling Entity
AMERICAN FEDERATION OF TEACHERS EDUCATIONAL FOUNDATION 555 NEW JERSEY AVE NW WASHINGTON, DC20001 52-1439116	TO CONDUCT AND SPONSOR STUDY AND RESEARCH IN EDUCATIONAL AND RELATED FIELDS	DC	501(C)(3)		american federation of teachers
AMERICAN FEDERATION OF TEACHERS BENEFIT TRUST 555 NEW JERSEY AVE NW WASHINGTON, DC20001 52-1846907	TO PROVIDE WELFARE BENEFITS TO MEMBERS OF AFT	DC	501(C)(5)		american federation of teachers
555 NEW JERSEY AVENUE NW INC 555 NEW JERSEY AVE NW WASHINGTON, DC20001 52-1797147	TITLE HOLDING COMPANY	DC	501(C)(2)		american federation of teachers
AMERICAN FEDERATION OF TEACHERS COPE 555 NEW JERSEY AVE NW WASHINGTON, DC20001 23-7269962	political action committee	DC	527		american federation of teachers
AMERICAN FEDERATION OF TEACHERS COPE STATE AND LOCAL 555 NEW JERSEY AVE NW WASHINGTON, DC20001 52-2256152	TO IMPROVE PUBLIC EDUCATION THROUGH INVOLVEMENT IN POLITICAL ACTIVITIES	DC	527		american federation of teachers
AFT DISASTER RELIEF FUND 555 NEW JERSEY AVENUE NW WASHINGTON, DC20001 20-3664119	PROVIDING ASSISTANCE TO PERSONS AFFECTED BY NATURAL AND MAN- MADE DISASTERS	DC	501(C)(3)		american federation of teachers
THE ALBERT SHANKER INSTITUTE 555 NEW JERSEY AVENUE NW WASHINGTON, DC20001 52-1432693	TO CARRY ON, CONDUCT, AND SPONSOR STUDY AND RESEARCH IN EDUCATION	DC	501(C)(3)		american federation of teachers

							LOMP No	
orm	99(USCA CReturn of Organization Exempt From R	n <mark>eo</mark> n	08/03	2012			1545-0047 01168
5. 5		Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue C benefit trust or private foundation)	ode (e	xcept	black lur	ng	2	010
	ent of the Ti Revenue Se	The organization may have to use a conviolithic return to satisfy stat	te repo	orting r	equirem	ents		to Public spection
For	the 20	010 calendar year, or tax year beginning 04-01-2010 and ending 03-31-2011						<u> </u>
Che	ck if app	Dicable C Name of organization AMERICAN CIVIL LIBERTIES UNION INC			D Empl	oyer i	identificat	ion number
Add	ress char				13-3	871	360	
Nam	ne chang	e			E Telep	hone	number	
	al return minated	Number and street (or P O box if mail is not delivered to street address) 125 BROAD STREET 18TH FLOOR	Room/s	suite	(212) 549	9-2500	
Ame	ended ret	turn City or town, state or country, and ZIP + 4			G Gross	receip	ots \$ 32,932	2,651
	lication p	NEW YORK, NY 10004						
		F Name and address of principal officer	H(a)	Is this a <u>c</u>	jroup return	for affil	iates? Yes	5 🔽 No
		ANTHONY ROMERO 125 BROAD STREET 18TH FLOOR						
		NEWYORK, NY 10004			ffiliates ind			Yes N
							t (see in: umber 🕨	structions)
	-exempt	t status 501(c)(3) 501(c)(4) = (insert no) 494/(a)(1) or 527	п(с)	Group	exempt			
We	ebsite:	► WWWACLUORG						
Form	n of orga	nization 🔽 Corporation 🗍 Trust 🗍 Association 🗍 Other 🕨	L Yea	r of forn	nation 19	20	M State of	legal domicile [
Par	rt I	Summary						
		RESERVATION AND PROMOTION OF CIVIL RIGHTS AND CIVIL LIBERTIES						
	<u>PR</u> 	heck this box 🏹 if the organization discontinued its operations or disposed of r		han 25	% of its		assets	
	<u>PR</u> — 2 Ch 3 Nu	heck this box 崎 if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a)	more tl		% of its	3	assets	8
	<u>PR</u> 2 Ct 3 Nu 4 Nu	heck this box 🍯 if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b)	more tl		% of its	3 4	assets	8
	PR 2 Ch 3 Nu 4 Nu 5 To	heck this box 🏹 if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) .	more tl		% of its	3 4 5	assets	8
	<u>PR</u> 2 CH 3 Nu 4 Nu 5 To 6 To	heck this box 🖛 if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary)	more tl		% ofits	3 4	assets	8
	2 CH 3 Nu 5 To 6 To 7a To	heck this box 🏹 if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) .	more tl		% of its	3 4 5 6	assets	8 9 61,12
	2 CH 3 Nu 5 To 6 To 7a To	heck this box I f the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 .	more tl		-	3 4 5 6 7a		8
	<u>P</u> R 2 Ch 3 Νι 4 Νι 5 Το 6 Το 7αΤο b Νε	heck this box I f the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 .	more tl	 Prior	-	3 4 5 6 7a 7b		8 9 61,12 -42,17
	PR 	heck this box F if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34	more tl	 Prior	Year	3 4 5 6 7a 7b		8 9 61,12 - 42,17 rent Year
	PR 	heck this box IFT if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34	more tl	 Prior	Year	3 4 5 7a 7b 792		8 9 61,12 - 42,17 rent Year
	PR 2 Cr 3 Nu 4 Nu 5 To 6 To 7a To b Ne 8 9 10 11	heck this box F if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Investment income (Part VIII, column (A), lines 3, 4, and 7d)	more tl	 Prior	Year 32,687,7	3 4 5 7a 7b 792 0 206		8 9 61,12 -42,17 rent Year 30,824,74
	PR 2 Cr 3 Nu 4 Nu 5 To 6 To 7a To b Ne 8 9 10 11 12	heck this box F if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Investment income (Part VIII, column (A), lines 3, 4, and 7d) Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line	more tl	Prior	Year 32,687,7 -162,2	3 4 5 7a 7b 792 0 206 252		8 9 61,12 -42,17 rent Year 30,824,74 -7,71
	PR 	heck this box F if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Investment income (Part VIII, column (A), lines 3, 4, and 7d)	more tl	Prior	Year 32,687,7 -162,2 72,2	3 4 5 7a 7b 792 0 206 252 838		8 9 61,12 - 42,17 rent Year 30,824,74 - 7,71 79,37
	PR 2 Cr 3 Nu 4 Nu 5 To 6 To 7a To b Ne 8 9 10 11 12	heck this box F if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Other revenue (Part VIII, column (A), lines 3, 4, and 7d)	more tl	Prior	Year 32,687,7 -162,7 72,7 32,597,8	3 4 5 7a 7b 792 0 206 252 838		8 9 61,12 -42,17 rent Year 30,824,74 -7,71 79,37 30,896,39
	PR 2 Cr 3 Nu 4 Nu 5 To 6 To 7a To b Ne 8 9 10 11 12 13 14 15	heck this box If the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Investment income (Part VIII, column (A), lines 3, 4, and 7d) Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) Total revenue — add lines 8 through 11 (must equal Part VIII, column (A), line 12)	more tl	Prior	Year 32,687,7 72,7 32,597,8 17,0	3 4 5 6 7a 792 0 206 252 838 000 0		8 9 61,12 -42,17 ent Year 30,824,74 -7,71 79,37 30,896,39 437,00
	PR 	heck this box F if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Investment income (Part VIII, column (A), lines 3, 4, and 7d) Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) Total revenue — add lines 8 through 11 (must equal Part VIII, column (A), line 12)	more tl	Prior	Year 32,687,7 -162,7 72,7 32,597,8	3 4 5 6 7a 7b 206 252 838 000 0 487		8 9 61,12 -42,17 rent Year 30,824,74 -7,71 79,37 30,896,39 437,00
	PR 2 Cr 3 Nu 4 Nu 5 To 6 To 7a To b Ne 8 9 10 11 12 13 14 15 16a	heck this box I f the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Investment income (Part VIII, column (A), lines 3, 4, and 7d) Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) Total revenue — add lines 8 through 11 (must equal Part VIII, column (A), line 12)	more tl	Prior	Year 32,687,7 -162,7 32,597,8 17,0 4,829,4	3 4 5 6 7a 7b 206 252 838 000 0 487		8 9 61,12 -42,17 rent Year 30,824,74 -7,71 79,37 30,896,39 437,00 4,855,20
	PR 2 Cr 3 Nu 4 Nu 5 To 6 To 7a To b Ne 8 9 10 11 12 13 14 15 16a b	heck this box I fithe organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Investment income (Part VIII, column (A), lines 3, 4, and 7d) Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	more tl	Prior	Year 32,687,7 -162,7 32,597,8 17,0 4,829,4	3 4 5 6 792 0 206 252 838 000 0 487 667		8 9 61,12 -42,17 rent Year 30,824,74 -7,71 79,37 30,896,39 437,00 4,855,20
	PR 	heck this box ▶ If the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Investment income (Part VIII, column (A), lines 3, 4, and 7d) Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) Total revenue — add lines 8 through 11 (must equal Part VIII, column (A), line 12)	more tl	Prior	Year 32,687,7 -162,7 32,597,8 17,0 4,829,4 781,6	3 4 5 6 7b 792 0 2066 252 8388 0000 0 4877 6667 467		8 61,12 -42,17 rent Year 30,824,74 -7,71 79,37 30,896,39 437,00 4,855,20 462,53
	PR 2 Cr 3 Nu 4 Nu 5 To 6 To 7a To b Ne 8 9 10 11 12 13 14 15 16a b 17 18	heck this box I f the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) obtain umber of individuals employed in calendar year 2010 (Part V, line 2a) . obtain umber of volunteers (estimate if necessary) obtain umber of volunteers (estimate if necessary) obtain unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Other revenue (Part VIII, column (A), lines 3, 4, and 7d) Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	more tl	Prior	Year 32,687,7 -162,7 32,597,8 17,0 4,829,4 781,6 23,952,4	3 4 5 6 792 0 206 252 838 000 0 487 667 467 621		8 61,12 -42,17 rent Year 30,824,74 -7,71 79,37 30,896,39 437,00 4,855,20 462,53 23,112,74
	PR 2 Cr 3 Nu 4 Nu 5 To 6 To 7a To b Ne 8 9 10 11 12 13 14 15 16a b 17 18	heck this box I if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Other revenue (Part VIII, column (A), lines 3, 4, and 7d) Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	more tl	Prior	Year 32,687,7 -162,7 72,7 32,597,8 17,0 4,829,4 781,6 23,952,4 29,580,6 3,017,7 of Curre	3 4 5 792 0 206 252 838 000 0 487 667 467 521 217	Curr	8 61,12 -42,17 ent Year 30,824,74 -7,71 79,37 30,896,39 437,00 4,855,20 462,53 23,112,74 28,867,48
	PR 2 Cr 3 Nu 4 Nu 5 To 6 To 7a To b Ne 8 9 10 11 12 13 14 15 16a b 17 18 19	heck this box I if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, line 2g) Other revenue (Part VIII, column (A), lines 3, 4, and 7d) Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	more tl	Prior	Year 32,687,7 -162,7 72,7 32,597,8 17,0 4,829,4 781,6 23,952,4 29,580,6 3,017,7 of Curre	3 4 5 6 7b 206 252 838 000 0 487 667 467 521 217 nt	Curr	8 9 61,12 -42,17 ent Year 30,824,74 -7,71 79,37 30,896,39 437,00 437,00 4,855,20 462,53 23,112,74 28,867,48 2,028,91
	PR 2 Cr 3 Nu 4 Nu 5 To 6 To 7a To b Ne 8 9 10 11 12 13 14 15 16a b 17 18 19 20	heck this box F if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a) umber of independent voting members of the governing body (Part VI, line 1b) otal number of individuals employed in calendar year 2010 (Part V, line 2a) . otal number of volunteers (estimate if necessary) otal unrelated business revenue from Part VIII, column (C), line 12 et unrelated business revenue from Part VIII, column (C), line 12 et unrelated business taxable income from Form 990-T, line 34 Contributions and grants (Part VIII, line 1h) Program service revenue (Part VIII, column (A), lines 3, 4, and 7d) Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) Total revenue —add lines 8 through 11 (must equal Part VIII, column (A), line 12)	more tl	Prior	Year 32,687,7 -162,7 72,7 32,597,8 17,0 4,829,4 781,6 23,952,4 29,580,6 3,017,7 of Currel ar	3 4 5 792 0 206 252 838 000 0 487 667 467 521 217 nt 086	Curr	8 9 61,12 -42,17 ent Year 30,824,74 -7,71 79,37 30,896,39 437,00 4,855,20 462,53 23,112,74 28,867,48 2,028,91
Fund Batances EXPenses Hevenue	PR 2 Cr 3 Nu 4 Nu 5 To 6 To 7a To b Ne 8 9 10 11 12 13 14 15 16a b 17 18 19 20 21	heck this box ▶ if the organization discontinued its operations or disposed of r umber of voting members of the governing body (Part VI, line 1a)	more tl	Prior	Year 32,687,7 -162,7 72,7 32,597,8 17,0 4,829,4 781,0 23,952,4 29,580,6 3,017,7 of Currentian 20,313,0	3 4 5 792 0 206 252 838 000 0 487 667 467 521 217 nt 0366 784	Curr	8 61,12 -42,17 rent Year 30,824,74 -7,71 79,37 30,896,39 437,00 4,855,20 462,53 23,112,74 28,867,48 2,028,91 lof Year 25,844,50

Sign Here	****** Signature of officer ANTHONY ROMERO EXECUTIVE DIRECTOR	٦		2011-11-15 Date	
	Type or print name and title				
	Print/Type preparer's name MARTIN GREIF	Preparer's signature MARTIN GREIF	Date	Check if self- employed	PTIN
Paid Preparer	Firm's name 🖡 RSM MCGLADREY INC				Fırm's EIN 🕨
Use Only	Firm's address 1185 AVENUE OF THE AMER	CAS			Phone no 🕨 (212) 372- 1000
May the IF	NEW YORK, NY 100362602 RS discuss this return with the preparei	shown above? (see instructions) .			Ves No

For Pa	aperwork	Reduction Act	Not ice,	see the se	parate inst	ruct ions.

Form	990 (2010)					Page 2
Par	t III Statement of I Check if ସେଲିକେଣ୍ଟ			ishments ខ្លាំដឹងខ្លួសារីទីខ្លួរក្រុម III	Filed: 08/03/2012	Page 69 dF168
1	Briefly describe the orga	nızatıon's mıssı	on			
LIBE RIGH THR POL FOU LEGI CON	RTIES, INCLUDING, WIT ITS TO THE FRANCHISE, OUGHOUT THE UNITED ITICAL PARTISANSHIP " NDERS MORE THAN 90 Y ISLATURES AND COMMU STITUTION AND LAWS (HOUT LIMITA , TO DUE PROC STATES AND I THE ACLU TO RS AGO, SERV NITIES TO DE OF THE US GU/ ADITIONALL	TION, THE FREED CESS OF LAW, AN TS JURISDICTIO DAY REMAINS A ING AS THE NAT FEND AND PRES ARANTEE THE A (BEEN DENIED T	DOMS OF ASSOCIATI ID TO EQUAL PROTEC NS THE ACLU'S OBJ S FOCUSED AS EVER TION'S GUARDIAN OF ERVE THE INDIVIDU CLU ALSO WORKS TO THEIR RIGHTS, INCLU	IS "TO MAINTAIN AND A CON, PRESS, RELIGION AN CTION OF THE LAWS FOR ECTS SHALL BE SOUGHT ON THE OVERARCHING LIBERTY, WORKING DAI AL RIGHTS AND LIBERTIE EXTEND RIGHTS TO SEG DDING PEOPLE OF COLOF VITH DISABILITIES	ND SPEECH, AND THE ALL PEOPLE WHOLLY WITHOUT GOALS SET BY ITS LY IN COURTS, STHAT THE MENTS OF THE
2	Did the organization unde the prior Form 990 or 99			rvices during the year v	which were not listed on	└ Yes √ No
	If "Yes," describe these r					
3	Did the organization ceas services? If "Yes," describe these c	e conducting, c	or make significant		ducts, any program • • • • • • •	🔽 Yes 🔽 No
4	Describe the exempt pur	pose achieveme D1(c)(4) organi:	ents for each of the zations and sectio	n 4947(a)(1) trusts ar	argest program services by e required to report the amo ervice reported	
4a	(Code) (Expenses \$	11,892,294	including grants of \$) (Revenue \$)
	LOBBY STATE LEGISLATURES AFFILIATES AND SHARES THE SUPPORT DEPARTMENT, THE	AND HOST EDUCAT PROCEEDS OF FU NATIONAL ACLU A NG MATTERS OF B	IONAL FORUMS THRO NDRAISING EFFORTS LSO PROVIDES GRANT OTH LOCAL/REGIONAL	UGHOUT THE YEAR THE NA WITH AFFILIATES IN ACCOR S TO AFFILIATES TO SUPPOF . AND NATIONAL SIGNIFICAN	D RICO AFFILIATES HANDLE REQUITIONAL ACLU COORDINATES FUN DANCE WITH A DETAILED POLICY RT WORK ON SPECIFIC INITIATIV ICE THE AFFILIATE SUPPORT DEF F RELEVANCE	DRAISING EFFORTS WITH ITS THROUGH ITS AFFILIATE ES AND PROJECTS THAT HAVE
46	(Code) (Expenses \$	11 621 670	including grants of \$) (Revenue \$	18,242)
4b	EDUCATION - THROUGH NEW MEETINGS AND WORKSHOPS 500,000 MEMBERS AND TO T EDUCATIONAL CAMPAIGNS EI	VSLETTERS, ITS CO CONDUCTED IN C HE PUBLIC AT LARC MPHASIZE FIRST AI E PROCESS AND TO	MPREHENSIVE WEBSI OLLABORATION WITH GE WITH RESPECT TO MENDMENT RIGHTS TO FAIR TREATMENT WI	TE, ADVERTISEMENTS, OP-E ITS AFFILIATES THROUGHOU A WIDE RANGE OF CIVIL LI O FREE SPEECH, ASSOCIATION HEN THE LOSS OF LIBERTY (D ARTICLES, MEDIA INTERVIEWS JT THE US, THE ACLU PROVIDES SERTIES ISSUES AND CONCERNS ON AND ASSEMBLY, THE RIGHT T OR PROPERTY IS AT STAKE, AND	, PUBLICATIONS, AND NUMEROUS ONGOING EDUCATION TO IT'S THE ORGANIZATION'S O EQUAL PROTECTION UNDER
	(2.1					
4c	LIBERTIES ISSUES BASED IN LEGISLATION MOVES TOWARI ACLU AFFILIATES ACROSS TH	THE ACLU'S WASH DS RATHER THAN A E COUNTRY AND II ISHES POSITION PA	INGTON, DC OFFICE, WAY FROM THE CIVIL N COALITION WITH OT APERS, HOSTS FORUM	THE ORGANIZATION'S LEGIS . LIBERTIES GOALS OF THE C THER GROUPS WITH A SHAR	437,000) (Revenue \$ ILL AND IN STATE LEGISLATURES ' LATIVE POLICY TEAM WORKS TO ORGANIZATION WORKING IN COL ED INTEREST IN SPECIFIC CIVIL ETS WITH KEY LEGISLATORS AND	ENSURE THAT PROPOSED LABORATION WITH STAFF FROM LIBERTIES ISSUES, THE ACLU
4d	Other program services	(Describe in S	chedule O) See a	lso Additional Data fo	Description	
	(Expenses \$	•	including grants of) (Revenue \$)
4e	Total program service e	xpenses > \$	25,551,358	3		

Form	990 (2010)			Page 3
Par	t IV Checklist of Required Schedules	_		•••
	USCA Case #12-5118 Document #1387527 Filed: 08/03/2012 P	age 7	V of 1 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		No
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instruction)? 🔨 🔒 🚬	2	Yes	
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		No
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If</i> " <i>Yes," complete Schedule C, Part III</i>	5	Yes	
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>	6		No
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		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 🔞	8		No
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? <i>If "Yes," complete Schedule D, Part IV</i>	9		No
10	Did the organization, directly or through a related organization, hold assets in term, permanent,or quasi- endowments? If "Yes," complete Schedule D, Part V 🕄	10		No
11	If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line10? If "Yes," complete Schedule D, Part VI. 🔂	11a		No
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> .	11b		No
	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> .	11c		No
	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX.</i>	11d	Yes	
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X.	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII ዄ	12a		Νο
Ь	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional	12b	Yes	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? <i>If</i> " <i>Yes</i> ," <i>complete Schedule F, Parts I and IV</i>	14b		No
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 U S ? <i>If</i> "Y <i>es," complete Schedule F, Parts II and IV</i>	15		No
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 US ? If "Yes," complete Schedule F, Parts III and IV.	16		No
17	Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I (see instructions)</i>	17	Yes	
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		No
20a	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20a		No
Ь	If "Yes" to line 20a, did the organization attach its audited financial statement to this return? Note. Some Form 990 filers that operate one or more bospitals must attach audited financial statements. (see instructions)	20Ь		

t IV Checklist of Required Schedules (continued)		4 - 6 4	<u> </u>
Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	Yes	08
Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		No
Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes	
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? <i>If "Yes," answer lines 24b-24d and complete Schedule K. If "No," go to line 25</i>	24a		No
Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24Ь		
Did the organization maintain an escrow account other than a refunding escrow at any time during the year 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? \cdot .	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		No
Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If</i> " <i>Yes," complete Schedule L, Part I</i>	25Ь		No
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		No
Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>	27		No
Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		No
An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If</i> " <i>Yes</i> , <i>" complete Schedule L, Part IV</i>	28c		No
Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		No
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		No
Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		No
Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		No
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	Yes	
Is any related organization a controlled entity within the meaning of section 512(b)(13)?	35		No
Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2			
	ı		
Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		
	36 37		No
	Dud the organization report for than \$3,000 of grants afted other assistance to governments and organizations in the United States on Part IX, column (A), line 12 IF "yes," complete Schedule I, Parts I and II	Did the organization report of them \$3,000 of grants and there & statuse to grant and organization in the time of the status of the experiments and organization in the time of the status of the experiments and organization in the time of the status of the experiments and organization in the time of the status of the experiments and organization in the time of the status of the experiments and organization in the time of the status of the experiments and organization in the time of the status of the experiments and organization in the time of the status of the experiments and organization in the time of the status of the experiments and organization in the time of the experiments and organization in the status of the organization in the experiments and organization in the experiment is an exceense benching the experiment is and organization in the experiment is and organization in the experiment is and organization in the experiment is an exceense benching t	Did the organization report from the final Science of grains and organizations and organizations and organizations and organizations and the assistance to governments and organizations and the second organization and the second of the second organization and the second the second of the second organization and the second the second of the second organization and the second the second of the second organization and the second the second organization and the second the second the second organization and the second organization and the second the second organization second and the second the second organization second

_	990 (2010)			Page 5
Ра	rt V Statements Regarding Other IRS Filings and Tax Compliance Check of Schedule as http://www.filestationse.com/plantations/2012 P	age 7	72 <mark>o</mark> f 1	.68
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable 1a 25			
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	-		
с	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable	-		
_	gaming (gambling) winnings to prize winners?	1c	Yes	
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 2a			
Ь	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2Ь	Yes	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	20	163	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the	3a	Yes	
Ь	year?	3b	Yes	
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		No
b	If "Yes," enter the name of the foreign country 🕨 See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts			
F-	Was the organization a party to a probabilited toy abolise transmission at any time during the tables of	F		NL-
5a b	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5a		No No
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5b		
Ľ		5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?	6a	Yes	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	Yes	
7	Organizations that may receive deductible contributions under section 170(c).	00	165	
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and	7a		
ь	services provided to the payor? 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			
А	file Form 8282? .	7c		
u				
e	Did the organization 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	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a			
8	Form 1098-C?	7h		
Ū	the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			
9	Sponsoring organizations maintaining donor advised funds.	8		
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 10a			
D	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	-		
11	Section 501(c)(12) organizations. Enter			
	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
Ь	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O	13a		
-				
Ь	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b			
с	Enter the amount of reserves on hand 13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		No
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b		

art VI	Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7t a "No" ල්පුර්ලියි සංකාජය ක්රී ක්රී ක්රී හා 100 පම්බල වර්ණය විදිය සංකාරයක් පරිදු දීම සංකාරයක් සංකාරයක් සංකාරයක්			
	a "No" response to the say so or 100 below) describe and circumstances, processes, 20r char O. See instructions. Check if Schedule O contains a response to any question in this Part VI	tyes (אחשצים עריי	ule:
Sectio	on A. Governing Body and Management	•••	• 1*	
Sectio	A A Governing body and Management		Yes	No
_				
yea	er the number of voting members of the governing body at the end of the tax r			
	er the number of voting members included in line 1a, above, who are pendent			
	any officer, director, trustee, or key employee have a family relationship or a business relationship with any er officer, director, trustee, or key employee?	2		No
	the organization delegate control over management duties customarily performed by or under the direct ervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
	the organization make any significant changes to its governing documents since the prior Form 990 was	4		No
Dıd	the organization become aware during the year of a significant diversion of the organization's assets?	5		No
	s the organization have members or stockholders?	6	Yes	
	s the organization have members, stockholders, or other persons who may elect one or more members of the			
	erning body?	7a	Yes	
b Are	any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	Yes	
	the organization contemporaneously document the meetings held or written actions undertaken during the r by the following			
a The	governing body?	8a	Yes	
b Eac	h committee with authority to act on behalf of the governing body?	8b	Yes	
	here any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the anization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No
	n B. Policies (This Section B requests information about policies not required by the Internal ue Code.)			
			Yes	No
)a Doe	s the organization have local chapters, branches, or affiliates?	10a	Yes	
	es," does the organization have written policies and procedures governing the activities of such chapters, nates, and branches to ensure their operations are consistent with those of the organization?	10b	Yes	
	the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b Des	cribe in Schedule O the process, if any, used by the organization to review this Form 990			
2a Doe	s the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
	officers, directors or trustees, and key employees required to disclose annually interests that could give rise onflicts?	12b	Yes	
c Doe	s the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," cribe in Schedule O how this is done	12c	Yes	
	s the organization have a written whistleblower policy?	13	Yes	
	s the organization have a written document retention and destruction policy?	14	Yes	
5 Did	the process for determining compensation of the following persons include a review and approval by pendent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		,	
	organization's CEO, Executive Director, or top management official	15a	Yes	
	er officers or key employees of the organization	15b		No
	(es" to line 15a or 15b, describe the process in Schedule O (See instructions)			
	the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a able entity during the year?	16a		No
part	'es," has the organization adopted a written policy or procedure requiring the organization to evaluate its cicipation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the anization's exempt status with respect to such arrangements?			
		16b		
	on C. Disclosure the States with which a copy of this Form 990 is required to be filed AK , AR , AZ , CA , CO , CT , DC , FL , G			
	LA , MA , MD , ME , MN , MO , NC , ND ,			
	OK,OR,PA,RI,SC,TN,UT,WA,W			

- **19** Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public See Additional Data Table
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization CAROLINE GREENE CFO

125 BROAD STREET 18TH FLOOR NEW YORK, NY 10004 (212) 549-2500

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Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Page 74 of 168 Filed: 08/03/2012 Employees Aand Sin dependent Conneutorist #1387527 . 🔽

Check if Schedule O contains a response to any question in this Part VII

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year

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 all of the organization's current key employees, if any See instructions for definition of "key employee "

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

i check this box it fieldlet the organiz	The second se					Juic				
(A) Name and Title	(B) A verage hours per week (describe hours for related organizations in Schedule O)	Posi	tion that a					(D) Reportable compensation from the	(E) Reportable compensation from related	(F) Estimated amount of other
		Individual tiustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	organization (W- 2/1099-MISC)	organizations (W- 2/1099- MISC)	compensation from the organization and related organizations
See Additional Data Table										
										E

🦵 Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

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Part VII Section A. Officers, Di USCA Case #	rectors, Trust #12-5118	ees, Ke Docu						ghest Compensat Filed: 08/0		continued) e 75 of 168
(A) Name and Title					ckal)	I		(D) Reportable compensation	(E) Reportable compensation	(F) Estimated amount of other
	per week (describe hours for related organizations in Schedule O)	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	from the organızatıon (W- 2/1099-MISC)	from related organizations (W- 2/1099- MISC)	compensation from the organization and related organizations
See Additional Data Table										
1b Sub-Total						 ►	•			
c Total from continuation sheets d Total (add lines 1b and 1c) .	,					-	•	2,308,652	1,030,588	661,174
2 Total number of individuals (incl \$100,000 in reportable compen		nited to	those	e list) who			I,,

			Yes	No	
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual	3		No	
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>				
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person	5		No	

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation			
GRASSROOTS CAMPAIGN INC PO BOX 120557 BOSTON, MA 02112	CANVASSING	2,032,840			
TELEFUND INC PO BOX 2366 DENVER, CO 802012366	TELEMARKETING	1,164,807			
SHARE GROUP 73 CHAPEL STREET NEWTON, MA 02458	TELEMARKETING	889,973			
PRINT MAIL COMMUNICATIONS INC 7201 LOCKPORT PLACE LORTON, VA 22079	PRINTING	420,070			
CELCO 9663 MAINE STREET SUITE C FAIRFAX, VA 22032	LIST RENTAL	410,286			
2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶19					

Form 990 (2010)

Part V		Statement of	Revenue						5
raitv		USCAC	Case #12-5118 Doc	cument #13875	27 (A) Filed	: 08/03/20	12 (c) Pag	e 76 ₀ of 16	8
					Total revenue	Related or	Unrelated	Revenue	
					rotarrevenue	exempt	business	excluded	
						function	revenue	from	
						revenue		tax under	
								sections	
								512,513,	
								or 514	
22	1a	Federated campai	gns 1a						
in in	ь	Membership dues	1b						
БĞ		Membership dues							
E E	С	Fundraising events	s 1c						
Contributions, gifts, grants and other similar amounts	d	Related organizati	ons 1d						
<u>nj</u> 1	_	Government grants (co							
an ns	e								
in <u>i</u> E	f	All other contributions, similar amounts not in	gifts, grants, and 1f	30,824,747					
물문	-		included in lines 1a-1f \$						
o	g	Noncash contributions							
52	_			L.	20 024 747				
Q 🛎	h	Total. Add lines 1a	a-1f		30,824,747				
				Business Code					
Шe	2-								
len Ver	2a								
Ā	b								
e	с								
MC									
, Ж	d								
Ē	е								
Program Service Revenue	f	All other program							
Bo	•	An other program							
ፚ	g	Total. Add lines 2;	a-2f	►					
	3								
	5		e (including dividends, inte	rest	20.025			20.025	
			amounts)	₽-	20,835			20,835	
	4	Income from investme	ent of tax-exempt bond proceeds	🕨					
	5	Rovalties		►					
		,	(I) Real	(11) Personal					
	~			(II) Fersonal					
	6a	Gross Rents							
	b	Less rental expenses							
	с	Rental income							
	Ľ	or (loss)							
	d	Net rental income	or(loss)	🕨					
			(1) Securities	(II) O ther					
	7a	Gross amount	2,007,699						
	/4	from sales of							
		assets other than inventory							
	Ь	Less cost or	2,036,253						
	-	other basis and							
		sales expenses Gaın or (loss)	-28,554						
	-								
	d	Net gain or (loss)			-28,554			-28,554	
	8a	Gross income from	n fundraısıng events						
ψ		(not including							
n		\$	_						
₹.		of contributions re							
é		See Part IV , line 1	18						
			а						
1e	b	Less direct exper	nses b						
Other Revenue	с	Net income or (los	ss) from fundraising events	►					
-			n gaming activities. See						
	54	Part IV, line 19							
	h	Less direct							
		expenses							
			b						
	с	Net income or (los	s) from gaming activities						
		Gross sales of inv							
	a	returns and allowa							
			а						
	L.								
		Less cost of good		L					
	с	Net income or (los	ss) from sales of inventory						
		Miscellaneous F	Revenue	Business Code					
	11a	LIST RENTALS		532000	61,128		61,128		
				900099		18,242			
	Ь	PAMPHLET & BO	OK SALES	900099	18,242	18,242			
	с								
	А	All other revenue							
	e	Total. Add lines 1	1a-110		79,370				
				-					
	12	Total revenue. See	e Instructions	•	30,896,398	18,242	61,128	-7,719	

Form 990 (2010)

	990 (2010)				Page 10
	Statement of Functional Expenses USC/sections 501(c)(3) and 501(2)(4) Organizations must Il other organizations must complete column (A) but are not required to c				of 168
Do no	ot include amounts reported on lines 6b, p, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV , line 21	437,000	437,000		
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	581,017	218,886	335,707	26,424
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	2,539,798	2,006,329	173,394	360,075
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	956,566	596,498	262,638	97,430
9	Other employee benefits	545,463	391,608	90,874	62,981
10	Payroll taxes	232,363	170,014	31,960	30,389
а	Fees for services (non-employees) Management				
b	Legal	359,838	248,569	105,548	5,721
с	Accounting	59,309		59,309	
d	Lobbying				
e	Professional fundraising services See Part IV, line 17 .	462,533			462,533
f	Investment management fees				
g	Other	3,425,852	3,411,299	14,553	
12	Advertising and promotion				
13	Office expenses	2,682,785	2,369,125	18,345	295,315
14	Information technology				
15	Royalties				
16	Occupancy				
17	Travel	130,189	92,701	25,068	12,420
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	9,752	6,592	1,609	1,551
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				
23	Insurance				
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)				
а	SHARED PORTION OF MEMBE	8,475,402	8,475,402		
b	PUBLISHING/PRINTING EXP	2,313,381	1,752,217		561,164
С	TELEMARKETING	2,026,190	1,817,569		208,621
d	SHARED PORTION OF BEQUE	1,683,082	1,683,082		
e	SPECIAL AFFILIATE SUBSI	1,289,978	1,289,978		
f	All other expenses	656,983	584,489	5,041	67,453
25	Total functional expenses. Add lines 1 through 24f	28,867,481	25,551,358	1,124,046	2,192,077
26	Joint costs. Check here ▶ ┌ If following SOP 98-2 (ASC 958-720) Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				
				Fo	rm 990 (2010)

Form 990 (2010)

Part X Balance Sheet

		USCA Case #12-5118 Document #1387527 Filed:	08/03/2012 I	Page	78 of 168
			Beginning of year		End of year
	1	Cash—non-interest-bearing	3,201,905	1	2,130,023
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	2,280,482	4	2,089,963
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of			
		Schedule L		5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers, and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)			
ts		Schedule L		6	
Assets	7	Notes and loans receivable, net		7	
As	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	279,674	9	614,456
	10a	Land, buildings, and equipment cost or other basis <i>Complete Part</i> 10a			
	Ь	Less accumulated depreciation 10b		10c	
	11	Investments—publicly traded securities	1,535,787	11	436,125
	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	13,015,238	15	20,573,934
	16	Total assets. Add lines 1 through 15 (must equal line 34)	20,313,086	16	25,844,501
	17	Accounts payable and accrued expenses .	841,894	17	1,556,814
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
je.	21	Escrow or custodial account liability Complete Part IV of Schedule D		21	
labilities	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified			
Ë		persons Complete Part II of Schedule L		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities Complete Part X of Schedule D	27,511,890	25	31,579,014
	26	Total liabilities. Add lines 17 through 25	28,353,784	26	33,135,828
с е S		Organizations that follow SFAS 117, check here 🕨 🔽 and complete lines 27 through 29, and lines 33 and 34.			
an	27	Unrestricted net assets	-9,620,815	27	-10,441,254
Ba	28	Temporarily restricted net assets	1,580,117	28	3,149,927
Ы	29	Permanently restricted net assets		29	
Assets or Fund Balance		Organizations that do not follow SFAS 117, check here ▶ ┌─ and complete lines 30 through 34.			
2	30	Capital stock or trust principal, or current funds		30	
set	31	Paıd-ın or capıtal surplus, or land, buıldıng or equipment fund		31	
AS	32	Retained earnings, endowment, accumulated income, or other funds		32	
Net	33	Total net assets or fund balances	-8,040,698	33	-7,291,327
2	34	Total liabilities and net assets/fund balances	20,313,086	34	25,844,501
	-				Form 990 (2010)

XI Reconcilliation of Net Assets Check if Stand Case Hind - 5 12 Bonse BOCAMARE HIB 8752 art XI . Filed: 08/03/2012	Pa	age.7	79 of 1	68
Total revenue (must equal Part VIII, column (A), line 12)	1		30,8	396,398
Total expenses (must equal Part IX, column (A), line 25)	2		28,8	367,481
Revenue less expenses Subtract line 2 from line 1	3		2,0	028,917
Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		- 8 ,(040,698
Other changes in net assets or fund balances (explain in Schedule O)	5		-1,2	279,546
	6			291,327
XII Financial Statements and Reporting Check if Schedule O contains a response to any question in this Part XII . . .				
Accounting method used to prepare the Form 990 Cash & Accrual Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O			Tes	No
Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		No
Were the organization's financial statements audited by an independent accountant?		2b	Yes	
audit, review, or compilation of its financial statements and selection of an independent accountant?		2c	Yes	
If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were is on a separate basis, consolidated basis, or both	ssued			
🔽 Separate basis 🛛 🔽 Consolidated basis 👘 Both consolidated and separated basis				
As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	e	3a		No
If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the re	eaured	Зb		
Ĩ	Total revenue (must equal Part VIII, column (A), line 12) . Total expenses (must equal Part IX, column (A), line 25) . Total expenses (must equal Part IX, column (A), line 25) . Revenue less expenses Subtract line 2 from line 1 . Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . Other changes in net assets or fund balances (explain in Schedule 0) . Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B)) . (B) . . Check if Schedule O contains a response to any question in this Part XII . Accounting method used to prepare the Form 990 Cash IF Accrual Cother, explain in Schedule O Were the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O Were the organization's financial statements compiled or reviewed by an independent accountant? . If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of t audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O If "Yes," to Line 2a or 2b, check a box below to indicate whether the financial statements for the year were is on a separate basis,	Total revenue (must equal Part VIII, column (A), line 12) 1 Total expenses (must equal Part IX, column (A), line 25) 1 Revenue less expenses Subtract line 2 from line 1 3 Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) 4 Other changes in net assets or fund balances (explain in Schedule O) 5 Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B)) 6 YIII Financial Statements and Reporting Check if Schedule O contains a response to any question in this Part XII . Accounting method used to prepare the Form 990 Cash I Accrual [Other] If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O Were the organization's financial statements andited by an independent accountant? . If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? . If "Yes," to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis	Total revenue (must equal Part VIII, column (A), line 12) . Total expenses (must equal Part IX, column (A), line 25) . Revenue less expenses Subtract line 2 from line 1 . Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . Other changes in net assets or fund balances (explain in Schedule O) . Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B)) . Met assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B)) . Met assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B)) . Met assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B)) . Met assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B)) . Met assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B)) . Met assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B)) . Met assets or fund balances at end of year Combine assets or fund balances (B) . Met assets or fund balances (explain in Schedule 0 . Met en organization changed its method of accounting from a prior year or che	Total revenue (must equal Part VIII, column (A), line 12) 1 30,6 Total expenses (must equal Part IX, column (A), line 25) 2 28,6 Revenue less expenses Subtract line 2 from line 1 . 3 2,0 Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) 4 -8,0 Other changes in net assets or fund balances (explain in Schedule 0) 5 -1,2 Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B)) 6 -7,2 Image: The inancial Statements and Reporting 5 -1,2 2a Check if Schedule 0 contains a response to any question in this Part XII . . . Accounting method used to prepare the Form 990 Cash Accrual Tother Yes Yes Accounting method used to prepare the Form 990 Cash Accrual Tother," explain in Schedule 0 . . . Were the organization's financial statements audited by an independent accountant? .

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SC		JSCA Case	Political (Campaigntand	<mark>elob</mark> bying <i>i</i>	Activiti	903/2012	ОМВ № 1545-0 Раде 80 of 168	047		
	n 990 or 990-EZ)			pt From Income Ta							
Departm	ient of the Treasury			plete if the organizat		• •		2010			
•	Revenue Service		🕨 Attach to F	orm 990 or Form 990-E	Z. ► See separat	e instructio	ons.	Open to Pub Inspection			
lf the	If the organization answered "Yes," to Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities),										
then	then ▶ Section 501(c)(3) organizations_Complete Parts I-A and B_Do not complete Part I-C										
				izations Complete Parl		Do not co	omplete Part I-B				
• Sec	tion 527 organiza	tions Complete	Part I-A only								
	-			0, Part IV, Line 4, or n5768 (election under							
				Form 5768 (election under		•		•			
	-			0, Part IV, Line 5 (Pro	oxy Tax) or Form	n 990-EZ, F	Part V, line 35a	(Proxy Tax), then			
	tion 501(c)(4), (5 ne of the organiza		zations Comple	te Part III			Employer iden	tification number			
	RICAN CIVIL LIBERTIE										
Part	I-A Comple	te if the or	ganization i	s exempt under s	section 501(c) or is a	13-3871360 section 527	organization.			
1				ect and indirect politic							
2	Political expendi		g	p				\$			
3	Volunteer hours							·			
Dari		to if the or	anization i	s exempt under s	saction E01/c)(2)					
1				y the organization und		<u>,,,,</u> ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	•	¢.			
2		-		y organization manage		4955		\$			
3				x, did it file Form 472					No		
4a	Was a correction	n made?						∏ Yes ∏ I	No		
Ь	If "Yes," describ	e in Part IV									
Pari	II-C Comple	te if the or	ganization i	s exempt under s	section 501(c) except	section 50	L(c)(3).			
1				ng organization for se				\$			
2	Enter the amoun exempt funtion a		organization's fu	nds contributed to oth	ner organizations	for section	527 ►	\$			
3	•		tures Add lines	1 and 2 Enterhere a	and on Form 1120	I-POI line	17b 🕨	¥			
4	Did the filing org					, i o 2, iiie	1,0 1	\$ 			
4 5				ntification number (EI	N) of all section 5	527 politic	al organizations	, , .			
	organization mad amount of politic	de payments al contributior	or each organi: Tor received that	zation listed, enter the t were promptly and di committee (PAC) If a	e amount paid fror rectly delivered t	n the filing o a separat	organization's t te political orga	funds Also enter the nization, such as a tion in Part IV			
	(a) Name	2	(b))Address	(c) EIN	filing or	ount paid from rganization's none, enter -0-	(e) A mount of polit contributions recei and promptly and directly delivered t separate politica organization If noi enter -0-	ived d toa al		
			1		1	1		1			

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Sch	nedule C (Form 990 or 990-EZ) 2010			Page 2
Pa	art II-A CompleteAi (theeorganization under section 501(h)).	is exampt und 75ection 501 (de a) (de a)	MC312017ornP536&	} 1e0¢ <u>0</u>168 n
A B	Check 🔽 If the filing organization belongs to a Check 🔽 If the filing organization checked bo	an affiliated group x A and "limited control" provisions apply		
	Limits on Lobbying E (The term "expenditures" means ar		(a) Filing Organization's Totals	(b) Affiliated Group Totals
1a	Total lobbying expenditures to influence public o	pinion (grass roots lobbying)		
b	Total lobbying expenditures to influence a legisl			
с	Total lobbying expenditures (add lines 1a and 1			
d	Other exempt purpose expenditures			
e	Total exempt purpose expenditures (add lines 1			
f	Lobbying nontaxable amount Enter the amount f	rom the following table in both		
	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:		
	Not over \$500,000	20% of the amount on line 1e		
	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000		
	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000		
	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000		
	Over \$17,000,000	\$1,000,000		
g	Grassroots nontaxable amount (enter 25% of lir	le 1f)		
h	Subtract line 1g from line 1a If zero or less, ent	er -0-		
i	Subtract line 1f from line 1c If zero or less, ente	r - 0 -		
j	If there is an amount other than zero on either lii section 4911 tax for this year?	ne 1h or line 1i, did the organization file Form 47	20 reporting	∏Yes ∏No

4-Year Averaging Period Under Section 501(h) (Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f on page 4.)

	Lobbying Expenditures During 4-Year Averaging Period										
	Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) Total					
2a	Lobbying non-taxable amount										
b	Lobbying ceiling amount (150% of line 2a, column(e))										
c	Total lobbying expenditures										
d	Grassroots non-taxable amount										
e	Grassroots ceiling amount (150% of line 2d, column (e))										
f	Grassroots lobbying expenditures										

Schedule C (Form 990 or 990-EZ) 2010

Schedule C (Form 999) 07 53 60492-5118 Document #1387527 Filed: 08/03/2012 Page 82 of 168 ge 3

		5))	(b)
		Yes	No	A mount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
а	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
с	Media advertisements?			
d	Mailings to members, legislators, or the public?			
е	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities? If "Yes," describe in Part IV			
j	Total lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section $501(c)(3)^2$			
b	If "Yes," enter the amount of any tax incurred under section 4912			
с	If "Yes," enter the amount of any tax incurred by organization managers under section 4912		ľ	
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?		ľ	

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1	Yes	
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2		No
3	Did the organization agree to carryover lobbying and political expenditures from the prior year?	3		No

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered "No" OR if Part III-A, line 3 is answered "Yes".

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) non-deductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
а	Current year	2a	
b	Carryover from last year	2b	
с	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?		
5	Taxable amount of lobbying and political expenditures (see instructions)	5	
Pa	Int IV Supplemental Information		

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1 Also, complete this part for any additional information

Identifier Return Reference Explanation

efi	efile GRAPHIC print - DO NOT PROCESS As Filed Data - DLN: 93493319068681									
	HEDULE D m 990)	USCA Case #12-5118 Supple	Document #1387 emental Financi)8/03/	2012	20	^{≩⁴<u>ז</u>68° 10}	47	
	tment of the Treasury al Revenue Service		the organization answ Part IV, line 6, 7, 8, 9, 1 to Form 990. ► See se),		Open to Inspe			
	me of the organi ERICAN CIVIL LIBERT				Emp	loyer iden	tification nun	nber		
Ра	art I Organi	izations Maintaining Don	or Advised Funds	or Other Similar F		3871360 or Acco	unts. Comp	lete ıf	the	
	organiz	ation answered "Yes" to For			(b) Funds and other accounts					
1	Total number at	and of year	(a) Dono	r advised funds		D) Funas	and other acc	ounts		
2		ributions to (during year)								
3		ts from (during year)								
4	Aggregate valu									
5	Did the organiz	ation inform all donors and donc rganization's property, subject t			noradvi	sed	∏ Ye	• □	No	
6	Dıd the organız used only for cl	ation inform all grantees, donors haritable purposes and not for th ermissible private benefit	s, and donor advisors in	writing that grant funds			∏ Yes	, L	No	
Ра		rvation Easements. Com	plete if the organizat	ion answered "Yes" t	o Forn	n 990, Pa	art IV, line 7			
1 2	Preservati Protection Preservati Complete lines	onservation easements held by on of land for public use (eg, re of natural habitat on of open space 2a–2d if the organization held a ne last day of the tax year	creation or pleasure)	Preservation of ar Preservation of a	certifie	d historic	structure	rea		
	easement on tr	ie last day of the tax year				Held a	t the End of t	he Year	_	
а	Total number o	f conservation easements			2a	Tield a				
b		estricted by conservation ease	ments		2b					
с	Number of cons	servation easements on a certifi	ed historic structure in	cluded ın (a)	2c					
d	Number of cons	servation easements included ir	ı (c) acquıred after 8/17	/06	2d					
3		servation easements modified, t	ransferred, released, ex	tinguished, or terminate	ed by th	ie organiza	ation during			
4	Number of stat	es where property subject to co	nservation easement is	located 🕨						
5	Does the organ	nzation have a written policy reg the conservation easements it	arding the periodic mor			violations		;	No	
6		teer hours devoted to monitorin		-						
7	A mount of expe	enses incurred in monitoring, ins	specting, and enforcing	conservation easement	s during	g the year	►\$			
8		servation easement reported on and 170(h)(4)(B)(11)?	line 2(d) above satisfy	the requirements of sec	tion		∏ Ye	5 FI	No	
9	balance sheet,	scribe how the organization rep and include, if applicable, the te n's accounting for conservation	xt of the footnote to the							
Par	rt IIII Organi	izations Maintaining Collecter of the organization answe	ections of Art, His		or Ot	her Simi	ilar Assets	•		
1a	art, historical t	ion elected, as permitted under reasures, or other similar asset: : XIV, the text of the footnote to	s held for public exhibit	ion, education or resear	ch in fu				-	
b	historical treas	ion elected, as permitted under ures, or other similar assets he owing amounts relating to these	ld for public exhibition,							
	(i) _{Revenues ir}	ncluded in Form 990, Part VIII,	line 1			►\$_				
	(ii) _{Assets} incl	uded in Form 990, Part X				► \$				
2	If the organizat	nts required to be reported unde			or fınan	cıal gaın, j	provide the			
а	Revenues inclu	ided in Form 990, Part VIII, line	e 1			► \$				
b		d ın Form 990, Part X								
		,				· -				

· ·		
For Privacy Act and Paperwork Reduction Act Notice, see the Intructions for Form 990	Cat No 52283D	Schedule D (Form 990) 2010

Sche	dule D (Form 990) 2010											Page 2
Part	UIII OrganizationsOMaintalining1Co	lle <mark>chiocusnos na</mark> #11	887	52 i	cal Tre	a <mark>File</mark>	els,0 8/00 1	1 <mark>20</mark> i	LSimil 80	je 8 4	<mark>.0</mark> [c]	<mark>ថៃម</mark> ាued)
3	Using the organization's accession and other items (check all that apply)	records, check any c	ofthe	e foll	owing tha	at are a	a sıgnıfıcaı	nt us	e of its colle	ection		
а	Public exhibition		d	Γ	Loan or	excha	nge progra	ms				
b	🔽 Scholarly research		e	Γ	Other							
с	Preservation for future generations											
4	Provide a description of the organization's co Part XIV	llections and explain	how	they	/ further i	the org	janization'	sexe	empt purpos	e in		
5	During the year, did the organization solicit o								lar	_		_
Doo	assets to be sold to raise funds rather than t				-					Y		No
Par	TIV Escrow and Custodial Arrang Part IV, line 9, or reported an an						answered	ΥE	es" to Form	1990,		
1a	Is the organization an agent, trustee, custod included on Form 990, Part X?						other asse	ts n	ot	ΓY	'es	∏ No
Ь	If "Yes," explain the arrangement in Part XIV	and complete the fol	llowi	ng ta	able							
										A mour	nt	
с	Beginning balance						-	Lc				
d	Additions during the year						-	Ld				
e	Distributions during the year							le				
f	Ending balance						1	lf				
2a	Did the organization include an amount on Fo	orm 990, Part X, line 2	217							ΓY	es	∏ No
b	If "Yes," explain the arrangement in Part XIV											
Ра	rt V Endowment Funds. Complete	f the organization a		were Prior \			rm 990, Years Back		IV, line 10		Four Ve	ars Back
1a	Beginning of year balance		(0)	FIIO			ICAIS DACK	(u)	lilee reals bac		ourre	
Ь	Contributions											
с	Investment earnings or losses											
d	Grants or scholarships											
e	Other expenditures for facilities and programs											
f	Administrative expenses											
g	End of year balance											
2	Provide the estimated percentage of the yea	r end balance held as										
а	Board designated or quasi-endowment 🕨											
Ь	Permanent endowment 🕨											
с	Term endowment 🕨											
3a	Are there endowment funds not in the posses organization by					ınd adr	ministered	for t	_	[Yes	No
	(i) unrelated organizations					• •		·		Ba(i)		
b	(ii) related organizations							• •	3	a(ii) 3b		
4	Describe in Part XIV the intended uses of the							•	· · · L	50		
Par	t VI Investments—Land, Buildings), Par	t X, line 1	LO.				
	Description of investment	· · ·		(;	a) Cost or o sis (investr	other	(b)Cost or o basis (othe	other	(c) Accumu depreciati		(d) Bo	ook value
1a	Land											
b	Buildings											
	Leasehold improvements											

Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) .	•	•	•	•	•	. 🕨	-

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d Equipment

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Schedule D (Form 990) 2010			Page 3
Part VII Investments-Courter# Securities. Security or category			2 Page 85 of 168
(including name of security)	(b)Book value		f-year market value
(1)Financial derivatives			
(2)Closely-held equity interests			
Other			
			
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)		1.2	
Part VIII Investments—Program Related. S			od of valuation
(a) Description of investment type	(b) Book value		f-year market value
	b		
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)Part IXOther Assets. See Form 990, Part X,			
(a) Desc			(b) Book value
(1) DUE FROM AFFILIATES			7,586,965
(2) DUE FROM RELATED PARTY (ACLU FDTN - 501(C)	(3))		12,986,969
Total. (Column (b) should equal Form 990, Part X, col.(B) lin			20,573,934
Part X Other Liabilities. See Form 990, Part			
1 (a) Description of Liability	(b) A mount		
Federal Income Taxes			
ACCRUED PENSION LIABILITY	29,025,037		
DUE TO AFFILIATES	2,553,977		
Total. (Column (b) should equal Form 990, Part X, col (B) line 25)	► 31,579,014		
	21 570 014		

2. Fin 48 (ASC 740) Footnote In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC740)

	D (Form 990) 2010						Page 4
Part X	I Recon <mark>dibiation 2019</mark> C	haage 18 Net Assetsen om 887	6299	0 to	iFiledia8662(2012	nts F	Page 86 of 168
1 To	tal revenue (Form 990, Part	: VIII, column (A), lıne 12)				1	30,896,398
2 To	tal expenses (Form 990, Pa	rt IX, column (A), line 25)				2	28,867,481
3 Ex	cess or (deficit) for the year	3	2,028,917				
4 Net unrealized gains (losses) on investments							108,025
5 Do	5 Donated services and use of facilities						
6 In	vestment expenses					6	
7 Pr	ior period adjustments					7	
8 Ot	her (Describe in Part XIV)					8	-437,161
9 To	tal adjustments (net) Add li	ines 4 - 8				9	-1,279,546
10 Ex	cess or (deficit) for the year	per financial statements Combine line	es 3 ar	nd 9		10	749,371
Part XI	Reconciliation of R	Revenue per Audited Financia	Stat	emer	its With Revenue p	er R	eturn
1 T	otal revenue, gains, and othe	er support per audited financial statem	ents			1	136,700,334
2 A	mounts included on line 1 bi	ut not on Form 990, Part VIII, line 12					
a N	et unrealized gains on inves	tments	[2a	22,691,114		
b D	onated services and use of f	facilities	. [2b			
c R	ecoveries of prior year grant	ts	. [2c			
d 0	ther (Describe in Part XIV)		[2d	83,112,822		
e A	dd lines 2a through 2d .					2e	105,803,936
3 S	ubtract line 2e from line 1 .					3	30,896,398
4 A	mounts included on Form 99	90, Part VIII, line 12, but not on line 1					
a I	nvestment expenses not incl	luded on Form 990, Part VIII, line 7b	· [4a			
b 0	ther (Describe in Part XIV)		. [4b			
c A	dd lines 4a and 4b					4c	0
5 T	otal Revenue Add lines 3 an	nd 4c. (This should equal Form 990, Pa	rt I, lın	e 12)		5	30,896,398
Part XI		Expenses per Audited Financia	al Sta	teme	nts With Expenses	<u>per</u>	
	otal expenses and losses pe tatements	er audited financial				1	108,968,727
		ut not on Form 990, Part IX, line 25				-	
	onated services and use of f			2a	950,410		
_	rior year adjustments		•••	2b	550,410		
	ther losses			2c			
	ther (Describe in Part XIV)			2d	79,150,836		
	dd lines 2a through 2d					2e	80,101,246
	ubtract line 2e from line 1 .					3	28,867,481
		90, Part IX, line 25, but not on line 1:				-	
		luded on Form 990, Part VIII, line 7b		4a			
	·			4b		1	
c A	dd lines 4a and 4b			· ·		4c	0
5 T	otal expenses Add lines 3 a	nd 4c. (This should equal Form 990, Pa	art I, lu	ne 18)	5	28,867,481
Part X							, ,
Part V,		escriptions required for Part II, lines 3, 3, Part XII, lines 2d and 4b, and Part X					
	Ident if ier	Ret urn Reference			Explanat	ion	
DESCRIF	TION OF UNCERTAIN	PART X	FIN 4	8 FIN	ANCIAL STATEMENT F	- 0 0 T I	NOTE MANAGEMENT
TAX POS	SITIONS UNDER FIN 48		EVAL CONC UNCE TO TI	UATE CLUDE RTAII HE FIN	D THE UNION'S TAX P D THAT THE ORGANI N TAX POSITIONS TH ANCIAL STATEMENT	OSIT ZATIC AT RE S TO (ION AND ON HAD TAKEN NO QUIRE ADJUSTMENT

MINIMUM PENSION LIABILITY ADJUSTMENT -437,161 PART V A RELATED ORGANIZATION DOES HOLD AN ENDOWMENT, BUT NONE OF THE HOLDINGS ARE FOR THE BENEFIT OF THE ACLU PART XII, LINE 2D MINIMUM PENSION LIABILITY ADJUSTMENT (\$437,161) REVENUES AND ELIMINATIONS INCLUDED ON CONSOLIDATED FINANCIAL STATEMENTS \$83,549,983 PART XIII, LINE 2D EXPENSES AND ELIMINATIONS INCLUDED ON CONSOLIDATED FINANCIAL STATEMENTS \$79,150,836

PART XI, LINE 8 - OTHER

ADJUSTMENTS

MARCH 31, 2011 AND 2010

IS NO LONGER SUBJECT TO INCOME TAX EXAMINATIONS BY U S FEDERAL, STATE OR LOCAL TAX AUTHORITIES FOR YEARS BEFORE 2007, WHICH IS THE STANDARD STATUTE OF LIMITATIONS LOOK-BACK PERIOD AT MARCH 31, 2011, THE UNION HAS NO UNRECOGNIZED TAX BENEFITS AND HAS RECOGNIZED NO INTEREST OR PENALTIES RELATED TO TAXES DURING EITHER OF THE YEARS ENDED

Schedule D (Form 990) 2010

		Filed Data -			93493319068681
SCHEDULE G USCA (Form 990 or 990-EZ)	A Case #12 Suppleme Fundrai		ation Regandin ming Activities	. 9 8/03/2012 P	2010
Department of the Treasury nternal Revenue Service	or if the organizatio	n entered more than	o Form 990, Part IV, lines 17, \$15,000 on Form 990-EZ, line . ▶ See separate instruction:	e 6a.	Open to Public Inspection
Name of the organization AMERICAN CIVIL LIBERTI	ES UNION INC			Employer ident	ification number
Part I Fundraising	Activities. Complete if the	ne organizatior	answered "Yes" to		line 17.
 a ♥ Mail solicitations b ♥ Internet and e-mail c ♥ Phone solicitations d ♥ In-person solicitat 2a Did the organization has 	;	e 🖓 f T g T	Solicitation of non-g Solicitation of gover Special fundraising o Jual (including officers,	overnment grants nment grants events directors, trustees	Γ γes Γ No
	ghest paid individuals or entit east \$5,000 by the organizat			s under which the fund	raiser is
		ion Form 990-E (iii) Dıd fundraıser have custody or control of contributions?		s under which the fund	raiser is
to be compensated at (i) Name and address of Individual or entity (fundraiser) OMPINC 1133 19TH STREET NW SUITE 300	east \$5,000 by the organizat	ion Form 990-E (iii) Dıd fundraıser have custody or control of	Z filers are not require (iv) Gross receipts	ts under which the fund d to complete this tabl (v) A mount paid to (or retained by) fundraiser listed in	raiser is e (vi) A mount paid to (or retained by)
to be compensated at (i) Name and address of Individual or entity (fundraiser) OMPINC 1133 19TH STREET NW	east \$5,000 by the organizat (ii) Activity FUNDRAISING STRATEGY/CONSULTING FUNDRAISING STRATEGY/CONSULTING	ion Form 990-E (iii) Did fundraiser have custody or control of contributions? Yes No	Z filers are not require (iv) Gross receipts from activity	s under which the fund d to complete this tabl (v) A mount paid to (or retained by) fundraiser listed in col (i)	(vi) A mount paid to (or retained by) organization

3 List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

AK, AL, AR, AZ, CA, CO, CT, FL, GA, HI, IL, KS, KY, LA, MA, ME, MI, MN, MO, NC, ND, NH, NJ, NM, NY, OH, OK, OR, PA, SC, TN, UT, VA, WA, WI, WV, WY

	rt II	Fundraising Events. Con more that \$15,00000#f@rf				
			(a) Event #1	(b) Event #2	(c) O ther Events	(d) Total Events (Add col (a) through col (c))
			(event type)	(event type)	(total number)	
ШӨ	1	Gross receipts				
веление	2	Less Charitable contributions				
	3	Gross income (line 1 minus line 2)				
	4	Cash prizes				
မ္	5	Non-cash prizes				
Expenses	6	Rent/facility costs				
ŏ ă	7	Food and beverages				
Direct	8	Entertainment				
ā	9	Other direct expenses .				
	10	Direct expense summary Add lir	nes 4 through 9 in colum	ın (d)		
	11	Net income summary Combine I	ines 3 and 10 in column	(d)	🕨	
Par	t III			d "Yes" to Form 990, Pa	irt IV, line 19, or rep	orted more than
		\$15,000 on Form 990-EZ, li				
Revenue			(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) O ther gaming	(d) Total gaming (Add col (a) throug col (c))
	1	Gross revenue				
ŝ	2	Cash prizes				
penses	3	Non-cash prizes				
ភ័ ច	4	Rent/facility costs				
Direct	5	Other direct expenses				
	6	Volunteer labor	ΓYes % ΓNo	∏Yes % ∏No	ΓYes % ΓNo	
	7	Direct expense summary Add line	es 2 through 5 in columr	n (d)		
	8	Net gaming income summary Con	nbine lines 1 and 7 in co	olumn (d)	<u></u> . ►	
	Ent	er the state(s) in which the organiz	ation operates gaming a	ictivities		
9						· · Fres Fro
9 a		he organization licensed to operate				
	Is t	he organization licensed to operate No," Explain				
а	Is t					
a b	Ist If"(the tax year?	• • F Yes F No

11	USCA Case #	#12-5118 Document #1387	527 Filed: 08/03/2012 Pa	age <mark>89 of 168</mark>
12	Is the organization a grantor, bei	neficiary or trustee of a trust or a mem	ber of a partnership or other entity	
	formed to administer charitable g	jamıng [,]		· ┌ _{Yes} ┌ _{No}
13	Indicate the percentage of gamir			
а			13a	
Ь			13b	
14	Provide the name and address of records	f the person who prepares the organıza	tion's gaming/special events books and	
	Name 🕨			
	Address 🕨			
15a	Does the organization have a co	ntract with a third party from whom the	organization receives gaming	
	revenue?			· 「Yes 「No
Ь	If "Yes," enter the amount of gar	ning revenue received by the organizat	tion 🏲 \$ and the	
	amount of gaming revenue retain	ed by the third party 🏲 \$		
с	If "Yes," enter name and address	s		
	_			
	Name 🏴			
	Address 🕨			
16	Gaming manager information			
	Name 🕨			
	Gaming manager compensation	► \$		
	Description of services provided	•		
	Director/officer	Employee	Independent contractor	
17	Mandatory distributions	i Employee	Independent contractor	
т, а	,	er state law to make charitable distribi	itions from the gaming proceeds to	
-	-			TYes TNo
Ь	5 5	s required under state law distributed t		I YES I NO
_		activities during the tax year 🕨 \$		
Par		provide additional information for	responses to question on Schedule G	(see
—	instructions.)		r	
	Identifier	ReturnReference	Explanation	

Schedule G (Form 990 or 990-EZ) 2010

efile GRAPHIC print - DC	NOT PROCESS	As Filed Data -				DL	N: 93493319068681
Schedule I (Form 990)		Grants and Otl				of 168	MB No 1545-0047 2010
		Governments ar					
Department of the Treasury nternal Revenue Service	C	omplete if the organizati	on answered "Yes," to Attach to Form 9		e 21 or 22.		Open to Public Inspection
lame of the organization	UNION INC					Employer identif	ication number
		and Assistance				13-3871360	
Part IGeneral Inform1Does the organization mail			he grants or assistance	e, the grantees' eligibi	lity for the grants or ass	sistance, and	
the selection criteria used	l to award the grants	or assistance?					🗹 Yes 🗌 N
2 Describe in Part IV the or Part II Grants and Oth		o Governments and	-		s. Complete if the or	nanization answered	1 "Yes" to
Form 990, Part I		recipient that received	d more than \$5,000.	. Check this box if r		ived more than \$5,0	
1 (a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) A mount of cash grant	(e) A mount of non- cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(1) ACLU OF MICHIGAN 2966 WOODWARD AVENUE DETROIT, MI 48201	38-1643182	501(C)(4)	15,000				A FFILIATE PRO GRA M
(2) ACLU OF NEW MEXICO 1410 COAL SW PO BOX 566 ALBUQUERQUE,NM 87103	85-0197858	501(C)(4)	7,000				A FFILIATE PRO GRA M
(3) ACLU OF RHODE ISLAND128 DORRANCE ST SUITE 220 PROVIDENCE, RI 02903	05-0344518	501(C)(4)	15,000				A FFILIATE PRO GRA M
(4) ACLU FOUNDATION INC125 BROAD STREET 18TH FLOOR NEW YORK, NY 10004	13-6213516	501(C)(3)	400,000				ACLU FOUNDATION PROGRAM ACTIVITIES
2 Enter total number of sect							
3 Enter total number of othe	r organizations					<u> •</u>	•3

Schedule I (Form 990) 2010

Part III Grants and Other Assistance in dividuals in the United States 20 complete Filtre 00/08/2000 ans warge 'S'es'fto fform 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) A mount of cash grant	(d) A mount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance

Ident if ier	Return Reference	Explanation
PROCEDURE FOR MONITORING GRANTS IN THE U S		SCHEDULE I, PART I, LINE 2 THE ACLU HAS ESTABLISHED PROCEDURES FOR THE RELEASE OF GRANTS TO ITS AFFILIATES, AS WELL AS FOR MONITORING OF OUTCOMES TO DETERMINE WHETHER THE GOALS OF A PARTICULAR GRANT AWARD HAVE BEEN MET GRANT AWARDS ARE CONFIRMED IN WRITING AND SUPPORTED BY A WRITTEN AGREEMENT THAT SPECIFIES THE PURPOSE OF THE GRANT, THE SPECIFIC OUTCOMES TO BE ACHIEVED, AND, IF APPLICABLE, THE INDICATORS THAT THE PARTIES AGREE WILL BE USED TO MEASURE PROGRESS TO WARDS AGREED UPON GOALS WRITTEN AGREEMENTS DETAIL THE SPECIFIC ACTIVITIES FOR WHICH FUNDING IS TO BE PROVIDED AND DOCUMENT THE AFFILIATE'S COMMITMENT TO USING THE FUNDS PROVIDED TO PURSUE SPECIFIC STRATEGIES IN ADDRESSING PROGRAM GOALS AND TARGET OUTCOMES AFFILIATES AND OTHER ORGANIZATIONS WHO RECEIVE GRANT AWARDS MAY BE REQUIRED TO PROVIDE QUANTITATIVE AND QUALITATIVE REPORTS, AND THESE REPORTS MAY BE USED TO DETERMINE WHETHER
		ADDITIONAL FUNDING MAY BE REQUIRED AND/OR TO ENHANCE FUTURE GRANT PROGRAMS

Page **2**

Schedule I (Form 990) 2010

efil	le GRAPHIC p	orint - DO NOT PROCESS	As Filed Data -		DLN: 934933	19068	8681
Sch	edule J	USCA Case #12-5118	pensation ₃ In	formation _{Filed: 08/03/2012}	2 Page 92	1545-0	047
(For	m 990)			Key Employees, and Highest)10	
			Compensated Empl	loyees	24)
Departn	nent of the Treasury	Complete if t	he organization answ Part IV, question	vered "Yes" to Form 990, n 23.	Open		
nternal	Revenue Service	► Attach t	o Form 990. 🕨 See se	parate instructions.		pectio	n
	ne of the organi RICAN CIVIL LIBERT			Employer	identification nu	ımber	
APTL				13-3871	360		
Ра	rt I Questi	ons Regarding Compensat	ion				-
						Yes	No
1a				llowing to or for a person listed in Fo			
			·	levant information regarding these it			
	_	or charter travel		allowance or residence for personal i			
	·	companions ification and gross-up payments		s for business use of personal reside social club dues or initiation fees	ince		
	·	ary spending account	·	services (e.g., maid, chauffeur, chef	`		
) Discretion	ary spending decount	, reisonar		,		
Ь	If any of the bo	xes in line 1a are checked, did the	e organization follow a	a written policy regarding payment or	r		
-		orprovision of all the expenses de			16	Yes	
2	Did the organiz	ation require substantiation prior	to reimbursing or allo	wing expenses incurred by all			
	officers, directo	ors, trustees, and the CEO/Execut	ive Director, regardir	ig the items checked in line 1a?	2	Yes	
3		If any, of the following the organiz		sh the compensation of the			
		CEO/Executive Director Check a					
		tion committee	·	mployment contract			
		nt compensation consultant of other organizations		ation survey or study by the board or compensation comm	nittee		
	1• 101111990	or other organizations	le Abbiovai	by the board of compensation comm	littee		
4	During the year or a related org		0, Part VII, Section A	A , line 1a with respect to the filing or	rganization		
а	Receive a seve	rance payment or change-of-cont	rol payment from the	organization or a related organizatio	on? 4a		No
Ь	Participate in, o	or receive payment from, a supple	mental nonqualified re	etirement plan?	4b	Yes	
с	Participate in, o	or receive payment from, an equity	/-based compensatio	n arrangement?	4c		No
	If "Yes" to any	of lines 4a-c, list the persons and	I provide the applicab	le amounts for each item in Part III			
		and 501(c)(4) organizations only	=				
5		ted in form 990, Part VII, Section contingent on the revenues of	A, line 1a, did the org	ganization pay or accrue any			
_	•	-			E.		
a	The organizatio				5a		No
D	Any related org	anization? • 5a or 5b, describe in Part III			5b		No
6		ted in form 990, Part VII, Section	A line 1a did the or	ganization pay or accrue any			
-		contingent on the net earnings of	,,	,			
а	The organizatio	n ²			ба		No
Ь	Any related org				6b		No
		e 6a or 6b, describe in Part III					
7		ted in Form 990, Part VII, Sectior	1 A, line 1a. did the or	rganization provide any non-fixed			
		lescribed in lines 5 and 6? If "Yes			7		No
8	•	nts reported in Form 990, Part VI					
	-	nıtıal contract exception describe	d in Regs section 53	4958-4(a)(3)? If "Yes," describe			
	ın Part III				8		No
9	If "Yes" to line section 53 495		the rebuttable presu	mption procedure described in Regul	lations 9		

For Privacy Act and Paperwork Reduction Act Notice, see the Intructions for Form 990 Cat No 50053T

Schedule J (Form 990) 2010

Part II Officers, Directors, 1/0 Staesa xe # Employees, and Highes 1 08 mpensated Employees 2000 and unicated and the second a

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(1)-(111) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of	W-2 and/or 1099-MIS	SC compensation	(C) Retirement and	(D) Nontaxable	(E) Total of columns	(F) Compensation
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(ı)-(D)	reported ın prior Form 990 or Form 990-EZ
(1) ANTHONY ROMERO	(1) (11)	341,752 0	0	1,106 0	12,031 0	14,331 0	369,220 0	0 0
(2) ALMA MONTCLAIR	(1) (11)	250,628 0	0 0	20,994 0	100,416 0	21,227 0	393,265 0	0
(3) TERENCE DOUGHERTY	(1) (11)	210,635 0	0	3,591 0	7,848 0	14,155 0	236,229	0
(4) DOROTHY M EHRLICH	(1) (11)	284,357 0	0	232 0	35,460 0	25,746 0	345,795 0	0
(5) LAURA W MURPHY	(1) (11)	242,481 0	25,000 0	-4,307 0	12,656 0	8,187 0	284,017	0
(6) CAROLINE GREENE	(1) (11)	245,400 0	0	-8,162 0	21,722 0	38,163 0	297,123 0	0
(7) EMILY TYNES	(1) (11)	0 227,603	0 0	0 19,009	0 37,960	0 22,071	0 306,643	0
(8) DONNA MCKAY	(I) (II)	0 263,778	0 0	0 -861	0 1 3 ,4 3 2	0 11,660	0 288,009	0
(9) GERI ROZANSKI	(I) (II)	0 242,395	0 0	0 -2,166	0 30,454	0 20,498	0 291,181	0
(10) STEVEN SHAPIRO	(1) (11)	0 280,236	0 0	0 594		0 20,498	0 333,044	0 0
(11) DAVID S BAIRD	(1) (11)	130,123 0	0 0	18,421 0	15,564 0	19,150 0	183,258 0	0
(12) MICHAEL W MACLEOD-BALL	(1) (11)	143,917 0	0	-1,096 0	16,079 0	20,306 0	179,206 0	0
(13) GERALDINE LYNN ENGEL	(1) (11)	143,681 0	0 0	-1,856 0	13,557 0	19,718 0	175,100 0	0
(14) ADRIENNE STEIN	(1) (11)	139,060 0	0	-4,567 0	8,102 0	33,820 0	176,415 0	0
(15)	<u></u> Γ'							
(16)								

Schedule J (Form 990) 2010

Part III Supplemental Informationase #12-5118 Document #1387527 Filed: 08/03/2012 Page 94 of 168

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Ident if ier	Ret urn Ref erence	Explanation
	PART I, LINE 1A	GROSS-UP PAYMENTS TO EMPLOYEES WITH DOMESTIC PARTNER COVERAGE, ALL TREATED AS TAXABLE
SUPPLEMENTAL INFORMATION		PART I, LINE 4 INFORMATION ON FILE (QUESTIONS 4B) - ALL OTHER REPORTABLE COMPENSATION AMOUNTS ARE INCLUDED IN PART II, COLUMN B(III) PART II COLUMN B(I) INCLUDES BASE COMPENSATION, COLUMN B(II) INCLUDES BONUS PAYMENTS (IF ANY) AND COLUMN B (III) INCLUDES ALL OTHER REPORTABLE COMPENSATION, INCLUDING ANY "GROSS UPS" FOR DOMESTIC PARTNER HEALTH COVERAGE, AND REDUCTIONS TO TAXABLE COMPENSATION RELATED TO PARTICIPATION IN HEALTH OR DEPENDENT SPENDING ACCOUNTS, IF/AS APPLICABLE NEGATIVE NUMBERS IN COLUMN B(III) OCCUR WHEN THE AMOUNTS DEDUCTED FROM REPORTABLE COMPENSATION ARE GREATER THAN THE COSTS OF OTHER TAXABLE BENEFITS REPORTED IN THIS COLUMN COLUMN CINCLUDES EMPLOYER CONTRIBUTIONS TO THE DEFINED BENEFIT PENSION PLAN OR, FOR EMPLOYEES HIRED ON OR AFTER APRIL 1, 2009, TO THE NEW DEFINED CONTRIBUTION 401(K) PLAN, THE TOTALS SHOWN REFLECT AMOUNTS EARNED DURING THE YEAR, WHETHER OR NOT THE EMPLOYEE IS FULLY VESTED COLUMN D INCLUDES NON-TAXABLE BENEFITS, SUCH AS HEALTH AND OTHER INSURANCE, AS WELL AS AMOUNTS SET ASIDE BY EMPLOYEES IN THE HEALTH AND/OR DEPENDENT CARE FLEXIBLE SPENDING PLANS, WHICH WE HAVE ADDED BACK TO PROVIDE THE FULLEST PICTURE POSSIBLE OF TOTAL COMPENSATION

Schedule J (Form 990) 2010

efile GRAPHIC p	rint - DO NOT PROCESS	As Filed Data -	D	LN: 93493319068681
SCHEDULE O (Form 990 or 990-EZ)	ISCA Case #12-5118 Supplementa	Information to	527 5 Form 990 or 990-EZ	Page 95 of 168 2010
Department of the Treasury Internal Revenue Service		ide information for res 90 or to provide any ad ▶ Attach to Form 990		Open to Public Inspection
Name of the organizat AMERICAN CIVIL LIBERTIES			Employer id	dentification number

ldentifier	Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6		THE BOARD MEMBERS OF THE ORGANIZATION'S 50 LOCAL AFFILIATES, THE "AFFILIATE VOTING MEMBERS," ARE ELECTORS, ALONG WITH THE ORGANIZATION'S BOARD MEMBERS, IN THE ELECTION OF CERTAIN MEMBERS TO THE ORGANIZATION'S BOARD AFFILIATE VOTING MEMBERS ALSO VOTE ON CERTAIN PROPOSED AMENDMENTS TO THE ORGANIZATION'S BY LAWS AND VOTE IN FAVOR OF OR AGAINST ACTIONS OF THE BOARD OF DIRECTORS SUBMITTED TO THE AFFILIATE VOTING MEMBERS BY PETITION OF THE ORGANIZATION'S LOCAL AFFILIATES THE ORGANIZATION'S GENERAL MEMBERS PARTICIPATE IN THE ELECTION OF THE BOARD MEMBERS OF THE ORGANIZATION'S 50 LOCAL AFFILIATES, AND EACH LOCAL AFFILIATE APPOINTS ONE BOARD MEMBER TO THE ORGANIZATION'S BOARD FIFTY GENERAL MEMBERS MAY ALSO (I) PETITION THE BOARD TO AMEND ITS BY LAWS, WHICH PETITION MUST BE CONSIDERED BY THE ORGANIZATION'S BOARD AND (II) NOMINATE INDIVIDUALS TO RUN FOR THE ORGANIZATION'S BOARD

ldentifier	Return UReferencese	#12-5118	Document #1387527	Explanation Filed: 08/03/2012	Page 96 of 168
FORM 990, PART VI, SECTION A, LINE 7A		BOARD MEMBE	R TO THE ORGANIZATION'S E /HOSE ELECTORS INCLUDE TH	E ORGANIZATION'S 50 LOCAL AF OARD THE REMAINING BOARD M HE ORGANIZATION'S BOARD MEN	IEMBERS ARE ELECTED IN

ldentifier	Return Reterence	Case #12-5118	Expla Document #1387527	anation Filed: 08/03/2012	Page 97 of 168
FORM 990, PART VI, SECTION A, LINE 7B		VOTE TO APPROVE DECISION OF THE O VOTE BY PETITION MEMBERS HAVE TH	# 6 ABOVE THE ORGANIZATION'S CERTAIN CHANGES TO THE ORGA RGANIZATION'S BOARD THAT IS S OF THE ORGANIZATION'S LOCAL A E RIGHT TO APPROVE A DECISION GANIZATION OR DISPOSE OR MOR SSETS	ANIZATION'S BY LAWS AND V SUBMITTED TO THE AFFILIATE AFFILIATES UNDER D C LAW, I BY THE BOARD TO DISSOLVI	OTE TO OVERTURN A VOTING MEMBERS FOR A THE AFFILIATE VOTING E, MERGE/CONSOLIDATE

ldentifier	Return	Explanation #12-5118 Document #1387527 Filed: 08/03/2012 Page 98 of 168
FORM 990, PART VI, SECTION B, LINE 11		THE FORM 990 WAS PREPARED BY MANAGEMENT IN CONSULTATION WITH THE ORGANIZATION'S AUDITORS THE ORGANIZATION'S AUDIT COMMITTEE AND ITS TREASURER REVIEWED A DRAFT OF THE 990 AND PROVIDED COMMENTS A COPY OF THE FORM 990 WAS PROVIDED TO THE ORGANIZATION'S GOVERNING BODY BEFORE IT WAS FILED

ldentifier Return	Explanation
Reference	CA Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 99 of 168
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION DISTRIBUTES ITS CONFLICT OF INTEREST POLICY ON AN ANNUAL BASIS TO EVERY KEY EMPLOY EE, OFFICER AND BOARD DIRECTOR AND REQUESTS DISCLOSURE OF ANY POTENTIAL CONFLICTS OF INTEREST THE CHIEF FINANCIAL OFFICER AND THE IN-HOUSE GENERAL COUNSEL/ASSISTANT SECRETARY OF THE ORGANIZATION REVIEW ANY DISCLOSURES MADE DURING THIS ANNUAL REVIEW IF A MATTER IS RAISED THAT MAY BE A CONFLICT OF INTEREST INVOLVING A BOARD MEMBER OR AN OFFICER, THEY REFER THE MATTER TO THE BOARD PRESIDENT AND APPROPRIATE FOLLOW UP IS UNDERTAKEN AS SET FORTH IN THE POLICY IF A MATTER IS RAISED THAT MAY BE A CONFLICT OF INTEREST INVOLVING A KEY EMPLOYEE, THEY REFER THE MATTER TO THE EXECUTIVE DIRECTOR OR HIS DESIGNEE AND APPROPRIATE FOLLOW UP IS UNDERTAKEN AS SET FORTH IN THE POLICY BOARD DIRECTORS, OFFICERS AND KEY EMPLOYEES ALSO MAY REPORT TO THE BOARD ANY POTENTIAL CONFLICTS OF INTEREST THAT ARISE DURING THE YEAR THE ORGANIZATION'S CONFLICT OF INTEREST POLICY REQUIRES THAT INDIVIDUALS WITH CONFLICTS OF INTEREST WITH RESPECT TO A TRANSACTION OR ACTION MAY NOT PARTICIPATE IN THE DECISION-MAKING WITH RESPECT TO THAT TRANSACTION OR ACTION AND IN SOME CIRCUMSTANCES MAY NOT PARTICIPATE IN THE DISCUSSION

ldentifier Return Reference	Explanation Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 10	00 of 168
FORM 990, PART VI, SECTION B, LINE 15A	ON AN ANNUAL BASIS, A COMMITTEE OF THE BOARD OF THE ORGANIZATION REVIEWS THE EXECT DIRECTOR'S COMPENSATION NO MEMBER OF THE COMMITTEE HAS A CONFLICT OF INTEREST WITH TO THE COMPENSATION ARRANGEMENT THE COMMITTEE PERIODICALLY REVIEWS COMPENSATION AND COMPARABLE COMPENSATION DATA FOR OTHER EXECUTIVE DIRECTORS AT SIMILARLY SITU ORGANIZATIONS THE COMMITTEE CONTEMPORANEOUSLY DOCUMENTS AND RECORDS IN ITS MINI DELIBERATIONS AND DECISIONS NO ACLU OFFICER RECEIVES COMPENSATION IN HIS/HER CAPACI OFFICER COMPENSATION OF KEY EMPLOYEES OTHER THAN THE EXECUTIVE DIRECTOR IS SET BY ORGANIZATION'S EXECUTIVE DIRECTOR OR THE KEY EMPLOYEE'S MANAGER IF THE MANAGER IS EXECUTIVE DIRECTOR COMPENSATION DATA FOR FUNCTIONALLY COMPARABLE POSITIONS AT S ORGANIZATIONS IS PERIODICALLY CONSIDERED AND DECISIONS ARE CONTEMPORANEOUSLY DOC	H RESPECT N STUDIES JATED UTES ITS ITY AS THE NOT THE SIMILAR

ldentifier Ref	æturn fer <mark>ence</mark> A	Case #12-5118	Exp Document #1387527	lanation Filed: 08/03/2012	Page 101 of 168
PART	TION C,	AVAILABLE ON THE O FORM 990-T ARE AVA AVAILABLE ON THE G DETERMINATION UNDE AT WHICH TIME THE FO POLICY AND ITS FINAN THE ORGANIZATION'S	RGANIZATION'S WEBSITE SCHI ILABLE UPON REQUEST COPIES UIDESTAR WEBSITE THE ORGA R THE PREDECESSOR OF SECTI ORM 1024 DID NOT EXIST THE C ICIAL STATEMENTS FOR THE PF ARTICLES OF INCORPORATION	E OR MORE YEARS, EXCLUDING EDULE B OF THE FORM 990 AND S OF THE ORGANIZATION'S FOR NIZATION RECEIVED ITS ORIGIN/ ON 501(C)(4) OF THE INTERNAL ORGANIZATION'S BY LAWS, CON RIOR THREE YEARS ARE AVAILA ARE AVAILABLE UPON REQUES DEPARTMENT OF CONSUMER AI	THE ORGANIZATION'S M 990 ARE ALSO AL EXEMPTION REV ENUE CODE IN 1928, FLICT OF INTEREST ABLE ON ITS WEBSITE ST OR THROUGH THE

Identifier USCA	Return Caser#1225118	8 Document #1387527	Explanation Filed: 08/03/2012	Page 102 of 168
CHANGES IN NET ASSETS OR FUND BALANCES	'	NET UNREALIZED GAINS ON INVESTM FACILITIES -950,410 MINIMUM PENSI 990, PART XI, LINE 5 -1,279,546		

ldentifier	Return Ref	erence	Explanatio	n
U	<mark>SCA Case #12 5118</mark> FORM 990, PART XII, LINE 2C	Document #138752	7 Filed: 08/03/2012 NO CHANGE FROM PRIOR Y EAR	<u>Page 103 of 168</u>

efile GRAPHIC print -	DO NOT PROCESS As Filed Da	ita -				DLN: 9349	33190	68681
SCHEDULE R (Form 990) Department of the Treasury Internal Revenue Service	USCA Case #12 Feilate ► Complete if the	d Organizations e organization answered "Y ▶ Attach to Form 990.		۔ t IV, line 33, 34, 35,		2 Oper	01545-0 010 to Pub	olic
Name of the organization AMERICAN CIVIL LIBERTIES UNION	N INC				Employer iden	tification number		
					13-3871360			
Part I Identificat	ion of Disregarded Entities (Com	plete if the organizatio	n answered "Yes"	on Form 990, Par	t IV, line 33.)	1		
Name, address	(a) , and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity		
	ion of Related Tax-Exempt Orga ated tax-exempt organizations during		f the organization	answered "Yes" o	on Form 990, Part	IV, line 34 becaus	e ıt had	one
Name, address, an	(a) d EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	Section 5 cont	g) 12(b)(13) rolled ization
	UNION FOUNDATION INC						Yes	No
(1) AMERICAN CIVIL LIBERTIES		PRESERVATION AND						
125 BROAD STREET 18TH FLOOR		PROMOTION OF CIVIL RIGHTS AND LIBERTIES	NY	501(C)(3)	170(B)(1)(A)(VI)	N/A		No
NEW YORK, NY 10004 13-6213516		INTOLLI 2 MILL LIDEK LIES						

NEW YORK, NY 10004 13-6213516	RIGHTS AND LIDERTIES			

Part III Identifi because	ication of Relat It had one or m	ed Orga ore relat	anizations Taxa ed organizations t	ble as a Partner reated as a partne	ship (Complete rship during the	tax yea	ganization 7.2012	answe Pag	2905	of 108 Fo	rm 990,	Part	IV, lır	ie 34
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total incom		(g) of end-of-year assets	(h Disprop allocat	ortionate	(i) Code V– amount in bo Schedule (Form 10	ox 20 of K-1	(j Gene mana part	ralor aging	(k) Percentage ownership
								Yes	No			Yes	No	
				ble as a Corpora ations treated as a						וswered "ו	'es" on	Form	990,	Part IV,
Name, address, an	(a) d EIN of related organiz	zation	(b) Primary activity	(c) Legal domicile (state or foreign country)	Direct	d) ontrolling itity	(e) Type of e (C corp, S or trust	corp,	Share of	(f) total income	Shaı end-o	g) re of f-year sets		(h) Percentage ownership
												l! '		m 990) 2010

Schedule R (Form 990) 2010
Part V Transactions With Related Organizations (Complete if the organization answered, "Yes" on Form 990, Part IV, line 34, 35, 35A, or 36.)
Note. Complete line 1 if any entity is listed in Parts II, III or IV
1 During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?
a Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity
b Gift, grant, or capital contribution to other organization(s)
c Gift, grant, or capital contribution from other organization(s)
d Loans or loan guarantees to or for other organization(s)
e Loans or loan guarantees by other organization(s)
f Sale of assets to other organization(s)
g Purchase of assets from other organization(s)
h Exchange of assets
i Lease of facilities, equipment, or other assets to other organization(s)
j Lease of facilities, equipment, or other assets from other organization(s)

k Performance of services or membership or fundraising solicitations for other organization(s)

I Performance of services or membership or fundraising solicitations by other organization(s)

m Sharing of facilities, equipment, mailing lists, or other assets

n Sharing of paid employees

• Reimbursement paid to other organization for expenses

p Reimbursement paid by other organization for expenses

O ther transfer of cash or property to other organization(s) q

r Other transfer of cash or property from other organization(s)

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line,	including covered relat	ionships and transact	ion thresholds
(a) Name of other organization	(b) Transaction type(a-r)	(c) Amount involved	(d) Method of determining amount involved
(1) ACLU FOUNDATION INC	М	946,000	FTE BASED SHARING METHODOLOGY
(2) ACLU FOUNDATION INC	N		REVENUE BASED SHARING METHODOLOGY
(3) ACLU FOUNDATION INC	0	946,000	FTE BASED SHARING METHODOLOGY
(4) ACLU FOUNDATION INC	Р		REVENUE BASED SHARING METHODOLOGY
(5)			
(6)			

No

Yes

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

11

1n

10

1p

1q

1r

1m Yes

Yes

Yes

Yes

Part VI Unrelated Organizations Taxable as a Partnership (Complete if the organization answered "Yes" on Form 990, Part IV, line 37.)

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d Are parti sect 501(c organiz	all ners Ion	(e) Share of end-of-year assets	(f Disprop allocat) ortionate tions?	(g) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(† Gene mana part	aging
			Yes			Yes	No		Yes	No

Schedule R (Form 990) 2010

Part VII Supplemental Information Complete this part to provide additional information for responses to questions on Schedule Rise instructions? Page 108 of 168

|--|

Schedule R (Form 990) 2010

Additional Data

USCA Case #12-5118 Document #1387527

Software ID:

Software Version:

EIN: 13-3871360

Name: AMERICAN CIVIL LIBERTIES UNION INC

(A) Name and Title	(B) A verage hours	(C) Position (check all that apply)						(D) Reportable compensation	(E) Reportable compensation	(F) Estimated amount of other
	per week	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employiee	Former	from the organızatıon (W- 2/1099-MISC)	from related organızatıons (W- 2/1099- MISC)	compensation from the organization and related organizations
WILLIAM ACEVES DIRECTOR	2 00	х						0	0	0
SUSAN ADELMAN DIRECTOR	2 00	х						0	0	0
KEMAL AHMED DIRECTOR	2 00	х						0	0	0
CHERRI ALLISON DIRECTOR	2 00	х						0	0	0
LAILA AL-QATAMI DIRECTOR	2 00	х						0	0	0
RICHARD ALVARADO DIRECTOR	2 00	х						0	0	0
CLAUDIA ANGELOS DIRECTOR	2 00	х						0	0	0
KELLY ANTHONY DIRECTOR	2 00	х						0	0	0
DEBORAH ARCHER DIRECTOR	2 00	х						0	0	0
ADRIENNE ASCH DIRECTOR	2 00	х						0	0	0
MARK AYERS DIRECTOR	2 00	х						0	0	0
JAY BARTH DIRECTOR	2 00	х						0	0	0
MARC O BEEM DIRECTOR	2 00	х						0	0	0
JUDITH BENDICH DIRECTOR	2 00	х						0	0	0
LAURIE BENNETT DIRECTOR	2 00	х						0	0	0
PHIL BEREANO DIRECTOR	2 00	х						0	0	0
VIVIAN BERGER DIRECTOR	2 00	х						0	0	0
TAMMY BESHERSE DIRECTOR	2 00	х						0	0	0
JOHN BLAKESLEE DIRECTOR	2 00	х						0	0	0
DAVIS B BOBROW DIRECTOR	2 00	х						0	0	0
CAITLIN BORGMANN DIRECTOR	2 00	х						0	0	0
ANTONIO BROWN DIRECTOR	2 00	х						0	0	0
LUZ BUITRAGO DIRECTOR	2 00	х						0	0	0
M SUSAN CARLSON DIRECTOR	2 00	х						0	0	0
RONALD CHEN DIRECTOR	2 00	х						0	0	0

USCA Case #12-5118 Document #1387527								Filed: 08/03/2012(E) Page 110 of 168				
Name and Title	Average	Position (check all that apply)						Reportable	Reportable	Estimated		
	hours per week	r Individual trustee or director	hat a Institutional Trustèè			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		
ROBERT N CHESTER DIRECTOR	2 00	х						0	0	0		
RANDALL COYNE DIRECTOR	2 00	х						0	0	0		
DAVID CRUZ DIRECTOR/GENERAL COUNSEL	2 00	х		х				0	0	0		
EILEEN DURGIN-CLINCHARD DIRECTOR	2 00	х						0	0	0		
JEFF DWORKIN DIRECTOR	2 00	х						0	0	0		
MICHAEL ELSNER DIRECTOR	2 00	х						0	0	0		
MILTON ESTES DIRECTOR	2 00	х						0	0	0		
SUSAN ESTES DIRECTOR	2 00	х						0	0	0		
ELLEN FEINGOLD DIRECTOR	2 00	х						0	0	0		
ROGER W FONSECA DIRECTOR	2 00	х						0	0	0		
SALLY FRANK DIRECTOR	2 00	х						0	0	0		
LORIE FRIDELL DIRECTOR	2 00	х						0	0	0		
MARY ELLEN GALE DIRECTOR	2 00	х						0	0	0		
BETTY GARTMAN DIRECTOR	2 00	х						0	0	0		
ANTHONY DON GEORGE DIRECTOR	2 00	х						0	0	0		
LIZ GILCHRIST DIRECTOR	2 00	х						0	0	0		
SALLY T GRANT DIRECTOR	2 00	х						0	0	0		
SCOTT GREENWOOD DIRECTOR/GENERAL COUNSEL	2 00	х		х				0	0	0		
ISABELLE GUNNING DIRECTOR	2 00	х						0	0	0		
SUSAN N HERMAN DIRECTOR/PRESIDENT	2 50	х		х				0	0	0		
AUNDRE M HERRON DIRECTOR	2 00	х						0	0	0		
EVE L HILL DIRECTOR	2 00	х						0	0	0		
JEFFREY HONG DIRECTOR	2 00	х						0	0	0		
LISA HONIG DIRECTOR	2 00	х						0	0	0		
MARINA HSIEH DIRECTOR/VICE PRESIDENT	2 00	х		х				0	0	0		

USCA Case #12-5	-	ocume				527		Filed; 08/03	/2012 _(F) Page	e 111 o <u>f 1</u> 68
(A) Name and Title	(B) Average							(D) Reportable	(E) Reportable	(F) Estimated
	hours per	t	hat a		()			compensation from the	compensation from related	amount of other compensation
	week	Individual trustee or director	Instit		ک وا	Highest compensated employee		organization (W- 2/1099-MISC)	organizations (W- 2/1099-	from the organization and
		/idual	Institutional Trustee	Office	amp		Former		MISC)	related organızatıons
		l tius or	91 Tru	ĕ	employee	neu	Ē			
		Ē	Stee		143	sated				
SHELAN JOSEPH DIRECTOR/DEPUTY NATL AAAO	2 00	х		х				0	0	0
ARTHUR M KAPLAN ESQ DIRECTOR	2 00	х						0	0	0
ALY KASSAM-REMTULLA DIRECTOR	2 00	х						0	0	0
HAMID R KASHANI DIRECTOR	2 00	х						0	0	0
JACK KENNEDY JR DIRECTOR	2 00	х						0	0	0
JOAN LASKOWSKI DIRECTOR	2 00	х						0	0	0
REV JAMES M LAWSON JR DIRECTOR	2 00	х						0	0	0
M CALIEN LEWIS DIRECTOR	2 00	х						0	0	0
ROSLYN LITMAN DIRECTOR/GENERAL COUNSEL	2 00	х		х				0	0	0
CARLOS MAHONEY DIRECTOR	2 00	х						0	0	0
ALEXANDRA MCKAY DIRECTOR	2 00	х						0	0	0
FRED R NEAL DIRECTOR/NATIONAL AAAO	2 00	х		х				0	0	0
MARK NIBLACK DIRECTOR	2 00	х						0	0	0
NAHLA NIMEH-LEWIS DIRECTOR	2 00	х						0	0	0
GALEN PAINE DIRECTOR	2 00	х						0	0	0
R SAMUEL PAZ DIRECTOR/VICE PRESIDENT	2 00	х		х				0	0	0
MICHAEL E PHENEGER DIRECTOR	2 00	х						0	0	0
JULIE L FERGUSON QUEEN DIRECTOR	2 00	х						0	0	0
AMIT RANADE DIRECTOR	2 00	х						0	0	0
REBECCA RAND DIRECTOR	2 00	х						0	0	0
ROBERT B REMAR ESQ DIRECTOR/VP/TREASURER	2 50	х		х				0	0	0
ROBERTO REVELES DIRECTOR	2 00	х						0	0	0
JAMES N RODBARD DIRECTOR	2 00	х						0	0	0
SIGREDO RUBIO DIRECTOR	2 00	х						0	0	0
MARGARET RUSSELL DIRECTOR	2 00	х						0	0	0

USCA Case #12-5	ocum				527		Filed: 08/03/2012(E) Page 112 of 168				
Name and Title	(b) Average	Posi						(D) Reportable	Reportable	(F) Estimated	
	hours per	t	hat a	pply		요프		compensation from the	compensation from related	amount of other compensation	
	week	or dr	Instr		ж Э	nplo Nelgine,		organization (W- 2/1099-MISC)	organızatıons (W- 2/1099-	from the organization and	
		individual tiustee or director	Institutional Trustee	Office	y en	Highest compensated employee	Former		MISC)	related organizations	
		tor ti	lial T	ē	employee) npe	mer			-	
		uste(rust		00	ans a					
		1,1	ě			ted.					
ANDY SCHATZ DIRECTOR	2 00	х						0	0	0	
ALBERT E SCHERR DIRECTOR	2 00	х						0	0	0	
ELEANOR SELF DIRECTOR	2 00	х						0	0	0	
JILL SHEINBERG DIRECTOR	2 00	х						0	0	0	
PREETMOHAN SINGH DIRECTOR	2 00	х						0	0	0	
CHERRY SPENCER-STARK DIRECTOR	2 00	х						0	0	0	
ALISON STEINER DIRECTOR	2 00	х						0	0	0	
PEGGY STRINE DIRECTOR	2 00	х						0	0	0	
TONY STRONG DIRECTOR	2 00	х						0	0	0	
PHILIPPA STRUM DIRECTOR/SECRETARY	2 00	х		х				0	0	0	
JOSEPH SWEAT DIRECTOR	2 00	х						0	0	0	
LISA THURAU-GRAY DIRECTOR	2 00	х						0	0	0	
ALAN TOY DIRECTOR	2 00	х						0	0	0	
BRIGITTE TULLER DIRECTOR	2 00	Х						0	0	0	
RONALD TYLER DIRECTOR	2 00	х						0	0	0	
JACQUELIN WASHINGTON DIRECTOR	2 00	х						0	0	0	
LISA WATSON DIRECTOR	2 00	х						0	0	0	
CAROLE WELLS DIRECTOR	2 00	х						0	0	0	
JERALYN WENDELBERGER DIRECTOR	2 00	х						0	0	0	
RON WILSON DIRECTOR	2 00	х						0	0	0	
GARY WILLIAMS DIRECTOR/VICE PRESIDENT	2 00	х		х				0	0	0	
ANTHONY ROMERO EXECUTIVE DIRECTOR/CEO	35 00			х				342,858	0	26,362	
ALMA MONTCLAIR DIR OF ADMIN & FINANCE/ASST TREAS	35 00			x				271,622	0	121,643	
TERENCE DOUGHERTY GENERAL COUNSEL/ASST SECRETARY	35 00			х				214,226	0	22,003	
FRANK ASKIN GENERAL COUNSEL	2 00			х				0	0	0	

									8/2012 _(E) Page	e 113 o <u>f 1</u> 68
Name and Title	Average	Average Position (check all hours that apply)			Reportable	Reportable	Estimated amount of other			
		L	nata T	ррту Г		<u>м т</u>	<u> </u>	compensation from the	compensation from related	compensation
	week	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated	Former	organization (W- 2/1099-MISC)	organızatıons (W- 2/1099- MISC)	from the organization and related organizations
DOROTHY M EHRLICH DEPUTY EXEC DIRECTOR	35 0 0				х			284,589	0	61,206
LAURA W MURPHY DIRECTOR OF WASHINGTON LEGIS OFFICE	35 00				x			263,174	0	20,843
CAROLINE GREENE CHIEF FINANCIAL OFFICER	35 00				x			237,238	0	59,885
EMILY TYNES DIR OF COMMUNICATIONS	35 00				x			0	246,612	60,031
DONNA MCKAY DIR INST ADVMT/SPECIAL PROJ	35 00				x			0	262,917	25,092
GERI ROZANSKI DIRECTOR OF AFFILIATE SUPP	35 00				x			0	240,229	50,952
STEVEN SHAPIRO LEGAL DIRECTOR	35 00				x			0	280,830	52,214
DAVID S BAIRD DIRECOR OF OPERATION	35 00					х		148,544	0	34,714
MICHAEL W MACLEOD-BALL CHIEF COUNSEL - LEGIS & POLICY	35 00					х		142,821	0	36,385
GERALDINE LYNN ENGEL DEPUTY DIRECTOR OF DEVELOPMENT	35 00					х		141,825	0	33,275
JO-ANNA JOSEPH DIRECTOR OF HUMAN RESOURCES	35 00					х		127,262	0	14,647
ADRIENNE STEIN DIRECTOR OF INFORMATION TECHNOLOGY	35 00					x		134,493	0	41,922

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

4d. Other program	Case #12-5118	Docume	nt #1387527	Filed: 08/03/	/2012 F	age 114 of 168
(Code) (Expenses \$	365,140	including grants of \$;) (Revenue \$)
THE BOARD OF DIRECTO	DRS OF THE ACLU WOR	KS THROUG	H ITS STANDING A	ND SPECIAL COM	MITTEES TO	ANALYZE CIVIL
LIBERTIES ISSUES AND	, WHERE APPROPRIATE	, TO DEVEL	OP POLICIES THAT	WILL SERVE AS T	HE FRAME O	F REFERENCE FOR
LEGISTLATIVE, EDUCAT	IONAL AND CASE-SPE	CIFIC WOR	K AT THE NATIONA	LLEVEL		

			print - DO NOT PROCESS	As Filed Data -				DLN:	93493104004022
Form	99	0	USCA C Return of Org Under section 501(c), 527, c	-	- ternal Revenue			F	age 116¹5 ⁴ 5-68 ⁴⁷ 2010
		e Treasury Service	The organization may have t		-	ate reportı	ng requirem	ents	Open to Public Inspection
A Fo	the 2	2010 cal	endar year, or tax year beginnin	g 09-01-2010 and end	ling 08-31-2011				
B Che	ck if a	pplicable	C Name of organization American Bar Association	-			D Emp	loyer i	dentification number
- Add	ress ch	nange					36-0	0723:	150
Nar	ne cha	inge	Doing Business As				E Telep	hone	number
Init	al retu	irn –	Number and street (or P O box if ma	ail is not delivered to street a	ddress)	Room/suite	(312	.) 988	3-5000
Ten	nınate	d	321 N Clark Street						
- Ame	ended	return	City or town, state or country, and Zi Chicago, IL 60654	IP + 4			— G Gross	receip	ts \$ 174,338,877
Арр	lication	n pending							
			F Name and address of print Jack Rives Executive Directo			H(a) Is th	nis a group return	for affili	ates? 🔽 Yes 🔽 No
			321 N Clark Street			H(b) Are	all affiliates in	cluded	7
			Chicago,IL 60654			• •			(see instructions)
Ta	-exem	npt status		nsert no) 4947(a)(1) 0	or 5 27	H(c) Gr	oup exempt	ion n	umber 🕨
		•		(a)(1)	,				
			abanet org						
	nofor <u>o</u> r tI	ganization Sumn	Corporation Trust Association) Other 🍽		L Year of	formation 19	905	M State of legal domicile IL
			s box ឤ if the organization dis				1 25% of its	net a	issets
\$	3	Number o	fvoting members of the governi	ng body (Part VI, line 1a	a)			3	39
	4 1	Number o	f independent voting members o				F		
É I							•	4	
чолипон			ber of individuals employed in c	alendar year 2010 (Par	tV, line 2a) .		•	5	1,048
	6 -	Total num	ber of individuals employed in c ber of volunteers (estimate if ne	alendar year 2010 (Par acessary)	t V, line 2a) .			-	1,048 8,500
	6 ⁻ 7a ⁻	Total num Total unre	ber of individuals employed in c	alendar year 2010 (Par ecessary) nrt VIII, column (C), line	et V, line 2a) .			5 6	1,048 8,500
	6 ⁻ 7a ⁻	Total num Total unre	ber of individuals employed in c ber of volunteers (estimate if ne lated business revenue from Pa	alendar year 2010 (Par ecessary) nrt VIII, column (C), line	et V, line 2a) .		rior Year	5 6 7a	1,048 8,500
	6 ⁻ 7a ⁻	Total num Total unre Net unrela Contrib	ber of individuals employed in c ber of volunteers (estimate if ne elated business revenue from Pa ated business taxable income fro utions and grants (Part VIII, lin	alendar year 2010 (Par acessary) art VIII, column (C), line om Form 990-T, line 34 e 1h)	rt V, line 2a) . e 12		-	5 6 7a 7b	1,048 8,500 3,626,980 Current Year
	6 ⁻ 7a ⁻ b 8 9	Total num Total unre Net unrela Contrib Progran	ber of individuals employed in c ber of volunteers (estimate if ne lated business revenue from Pa ated business taxable income fro utions and grants (Part VIII, lin n service revenue (Part VIII, lin	alendar year 2010 (Par ecessary) ort VIII, column (C), line om Form 990-T, line 34 e 1h) ie 2g)	rt V, line 2a) . e 12 		rior Year 6,460, 119,533,	5 6 7a 7b 220 528	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835
	6 ⁻ 7a ⁻ 6 8 9 10	Total num Total unre Net unrela Contrib Progran Investn	ber of individuals employed in c ber of volunteers (estimate if ne elated business revenue from Pa ated business taxable income fro utions and grants (Part VIII, lin n service revenue (Part VIII, lin nent income (Part VIII, column	alendar year 2010 (Par acessary) ort VIII, column (C), line om Form 990-T, line 34 e 1h) ne 2g) (A), lines 3, 4, and 7d)	e 12		r ior Year 6,460, 119,533, 6,871,	5 7a 7b 220 528 747	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013
	6 ⁻ 7a ⁻ b ¹ 8 9 10 11	Total num Total unrel Net unrela Contrib Progran Investn Other re	ber of individuals employed in c ber of volunteers (estimate if ne lated business revenue from Pa ated business taxable income fro utions and grants (Part VIII, lin n service revenue (Part VIII, lin nent income (Part VIII, column evenue (Part VIII, column (A), l	alendar year 2010 (Par acessary) ort VIII, column (C), line om Form 990-T, line 34 e 1h) e 2g) (A), lines 3, 4, and 7d) ines 5, 6d, 8c, 9c, 10c,	rt V, line 2a) . e 12 	· ·	rior Year 6,460, 119,533,	5 7a 7b 220 528 747	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013
	6 ⁻ 7a ⁻ 6 8 9 10	Total num Total unre Net unrela Contrib Progran Investn Other ra Total re 12).	ber of individuals employed in c ber of volunteers (estimate if ne lated business revenue from Pa ated business taxable income fro utions and grants (Part VIII, lin n service revenue (Part VIII, lin nent income (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 (alendar year 2010 (Par acessary) ort VIII, column (C), line om Form 990-T, line 34 e 1h) e 2g) (A), lines 3, 4, and 7d) ines 5, 6d, 8c, 9c, 10c, (must equal Part VIII, c	t V, line 2a) . e 12 	· ·	r ior Year 6,460, 119,533, 6,871,	5 6 7a 7b 220 528 747 467	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073
	6 - 7a - b / 8 9 10 11 12 13	Total num Total unrela Contribu Program Investm Other re Total re 12). Grants a	ber of individuals employed in c ber of volunteers (estimate if ne lated business revenue from Pa ated business taxable income fro utions and grants (Part VIII, lin n service revenue (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 (and similar amounts paid (Part I	alendar year 2010 (Par acessary) om Form 990-T, line 34 e 1h) ine 2g) (A), lines 3, 4, and 7d) ines 5, 6d, 8c, 9c, 10c, (must equal Part VIII, constants) (X, column (A), lines 1–	t V, line 2a) . e 12 	· ·	rior Year 6,460, 119,533, 6,871, 7,969,	5 6 7a 220 528 747 467 962	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890
	6 - 7a - 6 8 9 10 11 12 13 14	Total num Total unrel Net unrela Progran Investn Other re Total re 12) . Grants a Benefits	ber of individuals employed in c ber of volunteers (estimate if ne lated business revenue from Para ated business taxable income fro utions and grants (Part VIII, lin n service revenue (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 (alendar year 2010 (Par acessary) on Form 990-T, line 34 e 1h) e 2g) (A), lines 3, 4, and 7d) ines 5, 6d, 8c, 9c, 10c, (must equal Part VIII, c 	t V, line 2a) . e 12 	· ·	rior Year 6,460, 119,533, 6,871, 7,969, 140,834,	5 6 7a 220 528 747 467 962	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890
Havenue	6 - 7a - b / 8 9 10 11 12 13	Total num Total unrel Net unrela Progran Investn Other re Total re 12) . Grants a Benefits	ber of individuals employed in c ber of volunteers (estimate if ne ated business revenue from Pa ated business taxable income fro utions and grants (Part VIII, lin n service revenue (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 (and similar amounts paid (Part I	alendar year 2010 (Par acessary) on Form 990-T, line 34 e 1h) e 2g) (A), lines 3, 4, and 7d) ines 5, 6d, 8c, 9c, 10c, (must equal Part VIII, c 	t V, line 2a) . e 12 	· ·	rior Year 6,460, 119,533, 6,871, 7,969, 140,834,	5 7a 7b 220 528 747 467 962 562	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890
Havenue	6 - 7a - 6 8 9 10 11 12 13 14	Total num Total unre Net unrela Contribi Progran Investn Other ra Total re 12) . Grants a Benefits Salaries 10)	ber of individuals employed in c ber of volunteers (estimate if ne lated business revenue from Para ated business taxable income fro utions and grants (Part VIII, lin n service revenue (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 (alendar year 2010 (Par acessary) orr VIII, column (C), line om Form 990-T, line 34 e 1h) e 2g) (A), lines 3, 4, and 7d) ines 5, 6d, 8c, 9c, 10c, (must equal Part VIII, column (A), lines 1– (, column (A), line 4) . e benefits (Part IX, colu	rt V, line 2a) e 12 	· ·	rior Year 6,460, 119,533, 6,871, 7,969, 140,834, 1,152,	5 7a 7b 220 528 747 467 962 562	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890 0 58,405,787
Revenue	6 - 7a - 6 9 10 11 12 13 14 15	Total num Total unre Net unrela Contribi Progran Investn Other ra Total re 12) . Grants a Benefits Salaries 10) Profess Total fund	ber of individuals employed in c ber of volunteers (estimate if ne ated business revenue from Para ated business taxable income from utions and grants (Part VIII, lin in service revenue (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 (or or for members (Part I) s, other compensation, employed ional fundraising fees (Part IX, column (D),	alendar year 2010 (Par acessary)	rt V, line 2a)	· ·	rior Year 6,460, 119,533, 6,871, 7,969, 140,834, 1,152, 61,403,	5 7a 7b 2220 528 747 467 962 562 908	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890 0 58,405,787 0
Revenue	6 - 7a - 6 / 9 10 11 12 13 14 15 16a b 17	Total num Total unre Net unrela Contribi Program Investm Other re Total re 12) Grants a Benefits Salaries 10) Profess Total func Other e	ber of individuals employed in c ber of volunteers (estimate if ne elated business revenue from Para ated business taxable income fro utions and grants (Part VIII, lin in service revenue (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 f and similar amounts paid (Part I s paid to or for members (Part IX) s, other compensation, employed ional fundraising fees (Part IX, column (D), xpenses (Part IX, column (A), li	alendar year 2010 (Par accessary) om Form 990-T, line 34 e 1h) ine 2g) (A), lines 3, 4, and 7d) ines 5, 6d, 8c, 9c, 10c, (must equal Part VIII, co (must equal Part VIII, co (X, column (A), line 1) . (X, column (A), line 4) . e benefits (Part IX, colu column (A), line 11e) . , line 25) \blacktriangleright nes 11a-11d, 11f-24f	rt V, line 2a) e 12 	· ·	rior Year 6,460, 119,533, 6,871, 7,969, 140,834, 1,152, 61,403, 74,169,	5 7 7 7 2 2 2 2 2 2 2 2 2 2 2 2 2	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890 0 58,405,787 0
Havenue	6 - 7a - b 1 8 9 10 11 12 13 14 15 16a b 17 18	Total num Total unrel Net unrela Contribi Program Investm Other ra Total re 12) . Grants a Benefits Salaries 10) Profess Total fund Other e Total ex	ber of individuals employed in c ber of volunteers (estimate if ne ated business revenue from Para ated business taxable income fro utions and grants (Part VIII, lin in service revenue (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 (and similar amounts paid (Part I) s paid to or for members (Part I) s, other compensation, employed ional fundraising fees (Part IX, column (D), xpenses (Part IX, column (A), li (penses Add lines 13–17 (mus	alendar year 2010 (Par acessary)	rt V, line 2a) . e 12 , and 11e) column (A), line and (A), lines 5- (A), line 25)	· ·	rior Year 6,460, 119,533, 6,871, 7,969, 140,834, 1,152, 61,403, 74,169, 136,726,	5 7a 7b 220 528 747 467 962 562 908 908	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890 0 58,405,787 0 70,590,809 129,770,486
EXD enses Havenue	6 - 7a - 6 / 9 10 11 12 13 14 15 16a b 17	Total num Total unrel Net unrela Contribi Program Investm Other ra Total re 12) . Grants a Benefits Salaries 10) Profess Total fund Other e Total ex	ber of individuals employed in c ber of volunteers (estimate if ne elated business revenue from Para ated business taxable income fro utions and grants (Part VIII, lin in service revenue (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 f and similar amounts paid (Part I s paid to or for members (Part IX) s, other compensation, employed ional fundraising fees (Part IX, column (D), xpenses (Part IX, column (A), li	alendar year 2010 (Par acessary)	rt V, line 2a) . e 12 , and 11e) column (A), line and (A), lines 5- (A), line 25)		rior Year 6,460, 119,533, 6,871, 7,969, 140,834, 1,152, 61,403, 61,403, 74,169, 136,726, 4,108,	5 7a 7b 220 528 747 467 962 562 908 908 908 663 133	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890 0 58,405,787 0 70,590,809 129,770,486 10,883,660
EXD GIVES Havenue	6 - 7a - b 1 8 9 10 11 12 13 14 15 16a b 17 18	Total num Total unrel Net unrela Contribi Program Investm Other ra Total re 12) . Grants a Benefits Salaries 10) Profess Total fund Other e Total ex	ber of individuals employed in c ber of volunteers (estimate if ne ated business revenue from Para ated business taxable income fro utions and grants (Part VIII, lin in service revenue (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 (and similar amounts paid (Part I) s paid to or for members (Part I) s, other compensation, employed ional fundraising fees (Part IX, column (D), xpenses (Part IX, column (A), li (penses Add lines 13–17 (mus	alendar year 2010 (Par acessary)	rt V, line 2a) . e 12 , and 11e) column (A), line and (A), lines 5- (A), line 25)		rior Year 6,460, 119,533, 6,871, 7,969, 140,834, 1,152, 61,403, 74,169, 136,726,	5 7a 7b 220 528 747 467 962 562 908 908 908 663 133	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890 0 58,405,787 0 70,590,809 129,770,486
EXD GIVES Hevenue	6 - 7a - b 1 8 9 10 11 12 13 14 15 16a b 17 18 19 20	Total num Total unrela Contribi Program Investm Other re Total re 12) . Grants a Benefits Salaries 10) Profess Total fund Other e Total ex Revenue	aber of individuals employed in c aber of volunteers (estimate if ne alated business revenue from Para ated business taxable income from utions and grants (Part VIII, lin in service revenue (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 (alendar year 2010 (Par accessary)	rt V, line 2a) . e 12 , and 11e) column (A), line and (A), lines 5- (A), line 25) 		rior Year 6,460, 119,533, 6,871, 7,969, 140,834, 1,152, 61,403, 61,403, 136,726, 4,108, ing of Curre Year 239,961,	5 7 7 7 2 2 2 2 2 2 2 2 3 4 6 7 4 7 7 7 7 7 7 7 7 7 7 7 7 7	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890 0 58,405,787 0 70,590,809 129,770,486 10,883,660 End of Year 239,942,508
EXD GIVES Hevenue	6 7a 7a 17 10 11 12 13 14 15 16a 17 18 19 20 21	Total num Total unre Net unrela Contribi Program Investm Other re Total re 12) . Grants a Salaries 10) Profess Total fund Other e Total as Revenue	aber of individuals employed in c aber of volunteers (estimate if ne elated business revenue from Para ated business taxable income from utions and grants (Part VIII, lin in service revenue (Part VIII, lin nent income (Part VIII, column (A), l venue—add lines 8 through 11 (alendar year 2010 (Par accessary)	rt V, line 2a) e 12 , and 11e) column (A), line 3) imn (A), lines 5- (A), line 25) 		rior Year 6,460, 119,533, 6,871, 7,969, 140,834, 1,152, 61,403, 61,403, 136,726, 4,108, ing of Curre Year 239,961, 147,499,	5 7 7 7 2 2 2 2 2 2 2 2 2 2 3 2 2 2 3 9 0 1 3 3 9 0 1 3 3 9 0 1 3 3 9 0 1 1 3 3 1 3 3 3 3 3 3 3 3 3 3 3 3 3	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890 0 58,405,787 0 70,590,809 129,770,486 10,883,660 End of Year 239,942,508 120,890,123
Fund Batances EXD enses Havenue	6 - 7a - 5 / 10 11 12 13 14 15 16a b 17 18 19 20 21 22	Total num Total unre Net unrela Contribi Program Investm Other re 12). Grants a Benefits Salaries 10) Profess Total fund Other e Total as Revenue Total as Total lia Net ass	aber of individuals employed in c aber of volunteers (estimate if ne alated business revenue from Para atted business taxable income from utions and grants (Part VIII, lin in service revenue (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 (alendar year 2010 (Par accessary)	rt V, line 2a) e 12 , and 11e) column (A), line 3) imn (A), lines 5- (A), line 25) 		rior Year 6,460, 119,533, 6,871, 7,969, 140,834, 1,152, 61,403, 61,403, 136,726, 4,108, ing of Curre Year 239,961,	5 7 7 7 2 2 2 2 2 2 2 2 2 2 3 2 2 2 3 9 0 1 3 3 9 0 1 3 3 9 0 1 3 3 9 0 1 1 3 3 1 3 3 3 3 3 3 3 3 3 3 3 3 3	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890 0 58,405,787 0 70,590,809 129,770,486 10,883,660 End of Year 239,942,508 120,890,123
A the contract of the second o	6 - 7a - 8 9 10 11 12 13 14 15 16a b 17 18 19 20 21 22 21 22 t 11 penal	Total num Total unre Net unrela Contribi Program Investm Other re 12). Grants a Benefits Salaries 10) Profess Total fund Other e Total fund Other e Total as Revenue Total as Total lia Net ass Signa	aber of individuals employed in c aber of volunteers (estimate if ne elated business revenue from Para ated business taxable income from utions and grants (Part VIII, lin in service revenue (Part VIII, lin nent income (Part VIII, column (A), l venue—add lines 8 through 11 (alendar year 2010 (Par accessary)	rt V, line 2a) . e 12 , and 11e) column (A), line imn (A), lines 5- (A), line 25) 		rior Year 6,460, 119,533, 6,871, 7,969, 140,834, 1,152, 61,403, 61,403, 136,726, 4,108, ing of Curre Year 239,961, 147,499, 92,461,	5 7 7 7 2 2 2 2 2 2 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3	6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890 0 58,405,787 0 70,590,809 129,770,486 10,883,660 End of Year 239,942,508 120,890,123 119,052,385 to the best of my
A the contract of the second o	6 - 7a - 8 9 10 11 12 13 14 15 16a b 17 18 19 20 21 22 21 22 t 11 penal	Total num Total unre Net unrela Contribi Program Investm Other re 12). Grants a Benefits Salaries 10) Profess Total fund Other e Total fund Other e Total as Revenue Total as Total lia Net ass Signa	aber of individuals employed in c aber of volunteers (estimate if ne alated business revenue from Para ated business taxable income from utions and grants (Part VIII, lin in service revenue (Part VIII, column evenue (Part VIII, column (A), l venue—add lines 8 through 11 (alendar year 2010 (Par accessary)	rt V, line 2a) . e 12 , and 11e) column (A), line imn (A), lines 5- (A), line 25) 		rior Year 6,460, 119,533, 6,871, 7,969, 140,834, 1,152, 61,403, 61,403, 136,726, 4,108, ing of Curre Year 239,961, 147,499, 92,461, statements, n all information	5 7 7 7 2 2 2 2 2 2 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3	1,048 8,500 3,626,980 Current Year 6,234,225 118,589,835 8,454,013 7,376,073 140,654,146 773,890 0 58,405,787 0 58,405,787 0 70,590,809 129,770,486 10,883,660 End of Year 239,942,508 120,890,123 119,052,385
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	Print/Type preparer's name	Preparer's signature	Date	Check if self- employed	PTIN
Paid Preparer	Firm's name 🕨				Fırm's EIN 🕨
Use Only	Firm's address 🕨				Phone no 🕨
May the IF	RS discuss this return with the prepare	shown above? (see instructions) .			∏Yes ▼No

Form	990 (2010)				Page 2
Par	t IIII Stateme Check its	ent of Program Service Accomplish Տնգանը գյուներին հայությունները հայորություններին հայորություններին հայորություններին հայորություններին հայորոն	ments	Filed: 08/03/2012	Page 117 🕅 168
1		the organization's mission			
	erve equally the m e legal profession	embers of the legal profession and the public	by defending libert	y and delivering justice as	the national representative
2	the prior Form 99	ion undertake any significant program servic 90 or 990-EZ?		which were not listed on	└ Yes └ No
		e these new services on Schedule O			
3	services?	ion cease conducting, or make significant ch	anges in how it con	ducts, any program	└ Yes └ No
	If "Yes," describe	e these changes on Schedule O			
4	Section 501(c)(3	mpt purpose achievements for each of the or 3) and 501(c)(4) organizations and section 4 hers, the total expenses, and revenue, if any,	- 947(a)(1) trusts ar	e required to report the am	
4a	(Code) (Expenses \$ Inclu	Iding grants of \$) (Revenue \$)
	demonstrated an a national organization	ons, Forums The American Bar Association is the larges bility to anticipate the needs of the legal profession and on to the analysis and development of policy on issues s of the Association, primarily Sections, Divisions, and Fe	l to respond to the nee that are of concern to b	ds of a changing society The ABA both the profession and the public	brings the resources of a large
4b	(Code) (Expenses \$ inclu	iding grants of \$) (Revenue \$)
<u>4c</u>	(Code) (Expenses \$ inclu	iding grants of \$) (Revenue \$)
	O ther program	services (Describe in Schedule O)			
	(Expenses \$	including grants of \$) (Revenue \$)
4e	Total program s	ervice expenses►\$			
					Form 990 (2010)

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Par	t IV Checklist of Required Schedules		40.5	
	USCA Case #12-5118 Document #1387527 Filed: 08/03/2012 Pa	ige 1	10 Ol 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		No
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instruction)? 🗐 🔒 🔒	2	Yes	
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		No
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5	Yes	
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? <i>If "Yes," complete Schedule D, Part II</i>	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes,"</i> complete Schedule D, Part III	8		No
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? <i>If "Yes," complete Schedule D, Part IV</i> .	9		No
10	Did the organization, directly or through a related organization, hold assets in term, permanent,or quasi- endowments? If "Yes," complete Schedule D, Part V 🕏	10	Yes	
11	If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line10? If "Yes," complete Schedule D, Part VI. 🕏	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII.</i>	11b		No
с	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII.</i>	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX. 🔂	11d	Yes	
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete</i> <i>Schedule D, Part X.</i>	11f		No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12a		No
Ь	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional	12b	Yes	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
Ь	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If "Yes," complete Schedule F, Parts I and IV	14b		No
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 U S ? <i>If "Yes," complete Schedule F, Parts II and IV</i>	15		No
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 U S ? <i>If "Yes," complete Schedule F, Parts III and IV</i> .	16		No
17	Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I (see instructio</i> ns)	17		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If</i> "Yes, <i>" complete Schedule G, Part III</i>	19		No
20a	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20a		No
b	If "Yes" to line 20a, did the organization attach its audited financial statement to this return? Note. Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)	20Ь		

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Par	t IV Checklist of Required Schedules (continued)			
21	USCA Case #12-5118 Document #1387527 Filed 08/03/2012 Pa Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	ge 1 21	19 of : Yes	1 6 8
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> .	23	Yes	
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? <i>If "Yes," answer lines 24b-24d and complete Schedule K. If "No," go to line 25</i>	24a		No
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 to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? \ldots .	24d		
25a	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		
Ь	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If</i> " <i>Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L,</i> <i>Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part			
	IV	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes,"</i> <i>complete Schedule L, Part IV</i>	28b		No
с	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If</i> "Y <i>es," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		No
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		No
31	Dıd the organızatıon lıquıdate, termınate, or dıssolve and cease operations? <i>If "Yes," complete Schedule N,</i> Part I	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		No
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		No
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	Yes	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)?	35	Yes	
а	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 😨 🔽 Yes 🗌 No			
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	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? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note , All Form 990 filers are required to complete Schedule O	38	Yes	

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Ра	rt V Statements Regarding Other IRS Filings and Tax Compliance Check ILS Fedule 388 #125 51 18 ponse Rost #1387 52 art v Filed: 08/03/2012 Pa	age 1	20 <mark>-o</mark> f	168
		-	Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable			
Ь	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable			
ſ	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable	-		
Ľ	gaming (gambling) winnings to prize winners?	1c	Yes	
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 2a			
Ь	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2	N a a	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	2b	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the			
Ь	year?	3a 3b	Yes Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority	50	163	
-14	over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No
Ь	If "Yes," enter the name of the foreign country			
	See instructions for 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		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
с	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	6a	Yes	
_	organization solicit any contributions that were not tax deductible?			
Ь	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	Yes	
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		
Ь	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
с	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to			
d	file Form 8282? .	7c		
		-		
e	Did the organization 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? \cdot .	7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	 7h		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did			
	the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.			
а	Did the organization make any taxable distributions under section 4966?	9a		
Ь	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		
10 a	Section 501(c)(7) organizations. Enter Initiation fees and capital contributions included on Part VIII, line 12 10a			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club 10b	1		
	facilities	1		
11	Section 501(c)(12) organizations. Enter Gross income from members or shareholders			
	Gross income from members or shareholders	-		
_	against amounts due or received from them)	_		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		<u> </u>
Ь	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	1		
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		
	Note. See the instructions for additional information the organization must report on Schedule O	130		
F	Enter the amount of reserves the organization is required to maintain by the states			
U	in which the organization is licensed to issue qualified health plans			
с	Enter the amount of reserves on hand 13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		No
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O $~$.	14b		

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Form	990 (2010)			Page 6			
Par	t VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 71 a "No" LSponse acquites 285,188, or DOCUMENT des Constructions of the circumstates of the constructions. O. See instructions. Check if Schedule O contains a response to any question in this Part VI	o belo Cesti	w, and Alsohé . IT	l for toble			
Se	ction A. Governing Body and Management		•1*				
	eton A. Governing body and Hanagement		Yes	No			
1a	Enter the number of voting members of the governing body at the end of the tax 1a 39						
b	Enter the number of voting members included in line 1a, above, who 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		No			
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		No			
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No			
5	Did the organization become aware during the year of a significant diversion of the organization's assets? $$.	5		No			
6	Does the organization have members or stockholders?	6	Yes				
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the	7a	Yes				
Ь	governing body?	7a 7b	Tes	No			
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following						
а	The governing body?	8a	Yes				
b	Each committee with authority to act on behalf of the governing body?	8b	Yes				
9	Is there any officer, director, 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						
	ction B. Policies (This Section B requests information about policies not required by the Internal						
ке	venue Code.)		Yes	No			
10a	Does the organization have local chapters, branches, or affiliates?	10a	103	No			
	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?	10Ь					
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes				
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990						
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes				
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12Ь	Yes				
с	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes				
13	Does the organization have a written whistleblower policy?	13	Yes				
14	Does the organization have a written document retention and destruction policy?	14	Yes				
15	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?						
а	The organization's CEO, Executive Director, or top management official	15a	Yes				
Ь	Other officers or key employees of the organization	15b	Yes				
	If "Yes" to line 15a or 15b, describe the process in Schedule O $$ (See instructions)						
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No			
Ь	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?	16b					
	ction C. Disclosure						
17	List the States with which a copy of this Form 990 is required to be filed - Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)						
18	(3)s only) available for public inspection. Indicate how you make these available. Check all that apply Own website Another's website V upon request						
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public See Additional Data Table						

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization ► Lawrence M Gill 321 N Clark Street Chicago,IL 60654 (312) 988-5000

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Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Page 122 of 168 Filed: 08/03/2012 Employees and Endered Concuttors #1387527 . 🔽

Check if Schedule O contains a response to any question in this Part VII

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year

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 all of the organization's current key employees, if any See instructions for definition of "key employee "

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

i eneek ans box it herater are organiz		y related organization compensate		a any canene onice						
(A) Name and Title	(C) Position (check all that apply)						(D) Reportable compensation from the	(E) Reportable compensation from related	(F) Estimated amount of other	
	per week (describe hours for related organizations in Schedule O)	Individual titustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	organızatıon (W- 2/1099-MISC)	organizations (W- 2/1099- MISC)	compensation from the organization and related organizations
See Addıtıonal Data Table										
										Fame 202 (2010)

🦵 Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

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Par	t VII Section A. Officers, D USCA Case		ees, Ko Docur						ghest C File	ompensa ed: 08/03			ntinued L <mark>23 of</mark> 2	
	(A) Name and Title	(B) Average hours per	1	() Ition that a			11		Rep comp	(D) ortable ensation m the	(E) Reportable compensatior from related		(F) Estima amount o compens	ated of other
		week (describe hours for related organizations in Schedule O)	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated	Former	organization (W- organizations 2/1099-MISC) (W- 2/1099- MISC)		;	from frganizat relat organiza	the 10n and ed	
See A	dditional Data Table													
1b	Sub-Total			<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>						
c	Total from continuation sheet						•							
d	Total (add lines 1b and 1c) .						•	►		3,875,404				212,493
2	Total number of individuals (ind \$100,000 in reportable compe	-					above) who	o receive	ed more tha	n			
													Yes	No
3	Did the organization list any fo on line 1a? <i>If "Yes," complete So</i>							ee, o •	or highes	t compens	ated employee	3	Yes	
4	For any individual listed on line organization and related organi individual											4	Yes	
5	Did any person listed on line 13 services rendered to the organ									janization o	r ındıvıdual for		Tes	
	services rendered to the organ	241011-11-103,	compret	e sen	cuun		01 3 4 61	r per.	3011	•••	•	5		No
Se	ection B. Independent Co													
1	Complete this table for your fiv \$100,000 of compensation fro			Indep	ende	ent c	contra	ctors	that rec	eived more	e than			
		(A) ame and business ad	dress							Descr	(B) option of services		(C Comper	
2700	d States Postal Service Campus Drive Iateo, CA 944979224									Shipping			2	2,445,000
PO Bo	Color Corporation x 98668 go, IL 606938668									Printing Pape	r Services		2	2,163,521
	/ Mather									1				

 S50 West Mart Center Drive
 Direct Marketing

 Chicago, IL 60654
 Direct Marketing

 Manpower
 21271 Network Place

 Chicago, IL 60673
 Staffing

 Infocision Management Corporation
 325 Springside Drive

 Akron, OH 44333
 Telemarketing Service

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶141_____

2,012,395

1,378,928

1,364,800

Form	990	(2010)	

Part \	/1111	Statement of Reven USCA Case #1	ue 2-5118 Document #1387	527 Filed: (703/2012 Total revenue	Related or exempt function revenue	Of (2,68 Unrelated business revenue	
its its	1a	Federated campaigns	1a					
Contributions, gifts, grants and other similar amounts	Ь	Membership dues	. 1b					
£ ₽	~	Fundraising events						
i a I‡≎								
<u>e</u> l	d	Related organizations	. 1d					
sins	е	Government grants (contributions)) 1e					
¥∍∣	f	All other contributions, gifts, grants	s, and 1f	6,234,225			İ	
들듣		similar amounts not included above						
ξ <u>φ</u>	g	Noncash contributions included in l	ines 1a-1f \$					
ပ်နှ	h	Total. Add lines 1a-1f	🕨		6,234,225			
e				Business Code				
ent	2a	Meeting Fees			26,496,612	26,496,612		
Per l	b	Publication Revenue			13,329,918			
Program Service Revenue	с	Advertising		511120	3,337,775		3,337,775	;
ir Mi	d	Membership Dues			75,425,530			
Å	e							
an	f	All other program service re	venue				[
ß								<u> </u>
ፚ	g	Total. Add lines 2a-2f .			118,589,835		Ļ	<u> </u>
	3	Investment income (includir	ng dividends, interest				L	<u> </u>
		and other similar amounts)			6,469,617		Ļ	6,469,617
	4	Income from investment of tax-ex	cempt bond proceeds				L	<u> </u>
	5	Royalties	<u> </u>		7,038,508		<u> </u>	7,038,50
			(I) Real	(11) Personal				
		Gross Rents	48,360					
	b	Less rental expenses						
	с	Rental income	48,360					
	A	or (loss) Net rental income or (loss)	<u> </u>		48,360			48,360
	u		(I) Securities	(II) O ther				
	7a	Gross amount from sales of assets other than inventory	35,669,127					
	_	Less cost or other basis and sales expenses	33,684,731					
	-	Gaın or (loss)	1,984,396					
		Net gaın or (loss)			1,984,396			1,984,39
Other Revenue	8a	Gross income from fundraisi (not including \$	ng events					
é l		of contributions reported on See Part IV, line 18						
- -		See fuitiv, me 10	а					
ŧ	Ь	Less directexpenses .	Ь					
o		Net income or (loss) from fu						
			activities See Part IV, line 19 .	a				
				b				
		Net income or (loss) from ga						
		Gross sales of inventory, les						
		returns and allowances .	a					
		Less cost of goods sold .						
	с	Net income or (loss) from sa	ales of inventory 🕨				ļ	<u> </u>
		Miscellaneous Revenue		Business Code				
	11 a	Marketing Fees		900004	289,205		289,205	
	b	D						
	с	:						
	d	All other revenue	<u> </u>					<u> </u>
		Total. Add lines 11a-11d						<u> </u>
	-		•		289,205			
	12	Total revenue. See Instructi	ions 🕨				[1
					140,654,146	115 252 060	3,626,980	15 540 88

Form 990 (2010) Page 10									
Par	IX Statement of Functional Expenses			.2 Page 12	5 of 168				
Δ	USCAsealor 551(c)(3) and 501(c)(4) Oganizations mus Il other organizations must complete column (A) but are not required to c				0 U 100				
	ot include amounts reported on lines 6b,	(A)	(B)	(C)	(D)				
	p, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses				
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	691,405		Series and ended					
2	Grants and other assistance to individuals in the U S See Part IV , line 22	92.495							
3	Grants and other assistance to governments, organizations, and individuals outside the U.S. See	82,485							
4	Part IV, lines 15 and 16 Benefits paid to or for members	0		-					
5	Compensation of current officers, directors, trustees, and	0							
5	key employees	3,875,404							
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0							
7	Other salaries and wages	35,793,226							
8	Pension plan contributions (include section 401(k) and section	,							
-	403(b) employer contributions)	3,273,711							
9	Other employee benefits	12,447,579							
10	Payroll taxes	3,015,867							
а	Fees for services (non-employees) Management	716,928							
b	Legal	284,667							
С	Accounting	235,708							
d	Lobbying	1,161,406							
e	Professional fundraising services See Part IV, line 17 .								
f	Investment management fees	0							
g	Other	6,239,302							
12	Advertising and promotion	11,320,037							
13	Office expenses	9,291,608							
14	Information technology	1,867,413							
15	Royalties	1,514,092							
16	Occupancy	6,515,653							
17	Travel	9,143,642							
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	0							
19	Conferences, conventions, and meetings	16,838,336							
20	Interest	49,575							
21	Payments to affiliates	0							
22	Depreciation, depletion, and amortization	2,198,357	2,198,357						
23	Insurance	236,841							
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f Ifline 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)								
а	Taxes	1,171,996							
b	Utilities	202,848							
с	Miscellaneous Operating Expenses	568,250							
d	Interfund Transfers	1,034,150							
е									
f	All other expenses	0							
25	Total functional expenses. Add lines 1 through 24f	129,770,486	2,198,357						
26	Joint costs. Check here 🕨 🦵 If following	,,	,,						
	SOP 98-2 (ASC 958-720) Complete this line only if the								
	organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation								

	art X	Balance Sheet					Page 11
Pa	псх	USCA Case #12-5118 Document #1387	527	Filed: 0	1 <mark>8/03/2012 F</mark>	age	<u>126 о<mark>f</mark>в</u> 168
_					Beginning of year		End of year
	1	Cash—non-interest-bearing			3,479,565	1	2,524,779
	2	Savings and temporary cash investments			21,830,129	2	22,897,174
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net			6,664,856	4	4,938,193
	5	Receivables from current and former officers, directors, trustee	s, key	employees, and			
		highest compensated employees Complete Part II of					
		Schedule L				5	ļ
~	6	Receivables from other disqualified persons (as defined under s persons described in section 4958(c)(3)(B), and contributing e sponsoring organizations of section 501(c)(9) voluntary employ organizations (see instructions)	ers, and				
ets		Schedule L				6	
Assets	7	Notes and loans receivable, net				7	ļ
4	8	Inventories for sale or use	• •	• •	3,618,102	8	3,324,590
	9	Prepaid expenses and deferred charges			2,124,265	9	2,620,807
	10a	Land, buildings, and equipment cost or other basis <i>Complete</i> <i>Part VI of Schedule D</i>	10a	61,702,985	5		
	Ь	Less accumulated depreciation	10b	45,618,021	16,710,838	10c	16,084,964
	11	Investments—publicly traded securities	• •	• •	154,689,661	11	173,614,930
	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	•		30,843,883	15	13,937,071
	16	Total assets. Add lines 1 through 15 (must equal line 34) .			239,961,299	16	239,942,508
	17	Accounts payable and accrued expenses .		8,570,122	17	9,048,938	
	18	Grants payable		18			
	19	Deferred revenue	49,749,290	19	47,258,784		
	20	Tax-exempt bond liabilities			20		
jes	21	Escrow or custodial account liability Complete Part IV of Schedu	e D			21	
Liabilities	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified					
Lia		persons Complete Part II of Schedule L				22	
	23	Secured mortgages and notes payable to unrelated third parties	· ·		12,922,621	23	9,768,984
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities Complete Part X of Schedule D			76,257,365	25	54,813,417
	26	Total liabilities. Add lines 17 through 25			147,499,398	26	120,890,123
Assets or Fund Balances		Organizations that follow SFAS 117, check here 🕨 🔽 and comp through 29, and lines 33 and 34.	olet e l	ines 27			
anc	27	Unrestricted net assets			92,461,901	27	119,039,905
Bal	28	Temporarily restricted net assets				28	12,480
N N	29	Permanently restricted net assets				29	
Fur		Organizations that do not follow SFAS 117, check here 🕨 🦵 ar	nd con	nplet e			
S L		lines 30 through 34.					
5	30	Capital stock or trust principal, or current funds	-			30	
isei	31	Paid-in or capital surplus, or land, building or equipment fund				31	
AS	32	Retained earnings, endowment, accumulated income, or other fu	Inds			32	
Net	33	Total net assets or fund balances			92,461,901	33	119,052,385
~	34	Total liabilities and net assets/fund balances			239,961,299	34	239,942,508
-							Form 990 (2010)

					aye IZ
Pa	rt XI Reconcilliation of Net Assets Check լեննանան ուն հետում ուն հետում ուն հետում ուն հետում հետու	Pa	ge 1	27. of 2	168
1	Total revenue (must equal Part VIII, column (A), line 12)	1		140 6	554,146
2	Total expenses (must equal Part IX, column (A), line 25)	2			70,486
3	Revenue less expenses Subtract line 2 from line 1	3		,	383,660
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		92,4	461,901
5	Other changes in net assets or fund balances (explain in Schedule O)	5		15,7	06,824
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6		119,0	52,385
Pa	rt XII Financial Statements and Reporting				
	Check if Schedule O contains a response to any question in this Part XII			୮	
				Yes	No
1	Accounting method used to prepare the Form 990 Cash 🔽 Accrual Cother If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? \cdot .		2a		No
b	Were the organization's financial statements audited by an independent accountant?		2b	Yes	
с	If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O		2c	Yes	
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were is on a separate basis, consolidated basis, or both	sued		100	
	🔽 Separate basis 🛛 🔽 Consolidated basis 👘 Both consolidated and separated basis				
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	:	3a		No
Ь	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the re audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	quired	3b		

efi	e GRAPHIC pr	int - DO NO	T PROCESS	As Filed Data -		DL	N: 93493104004022					
SC		SCA Case	Political C	ampaign and	bying	Activities/2012	OMB No 1545-0047					
	m 990 or 990-EZ)						2010					
	, , , , , , , , , , , , , , , , , , , ,	For Organi	-	olete if the organizati		1 501(c) and section 52 pelow.						
	nent of the Treasury Revenue Service		► Attach to Fo	rm 990 or Form 990-E2	Z. ► See separat	e instructions.	Open to Public Inspection					
	-	nswered "Yes	s," to Form 990	, Part IV, Line 3, or F	orm 990-EZ, Pa	rt V, line 46 (Political Ca	ampaign Activities),					
then See		anizations Coi	mplete Parts I-A a	and B Do not complete	Part I-C							
• Se	ction 501(c) (other	than section 5	01(c)(3)) organiz			Do not complete Part I-B						
	ction 527 organiza	•	•			at VI line 47 (Lobbying	Activities) then					
	If the organization answered "Yes," to Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B											
				•	•	n)) Complete Part II-B Do	•					
	e organization ar				xy Tax) or Forn	n 990-EZ, Part V, line 35	a (Proxy Tax), then					
	me of the organiza					Employer ide	ntıfıcatıon number					
Ame	erican Bar Association					36-0723150						
Part	I-A Comple	te if the or	ganization is	exempt under s	ection 501(c) or is a section 52						
1	Provide a descri	ption of the org	ganızatıon's dıreq	t and indirect politica	ıl campaıgn actıv	vities in Part IV						
2	Political expendi					►	\$					
3	Volunteer hours											
Dar	T.B. Comple	te if the or	nanization is	exempt under s	ection 501(c)(3)						
1				the organization unde		<u>,,,,,</u> ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	\$					
2				organization manager		4955	\$					
3				, dıd ıt file Form 4720			↓ 「Yes 「No					
4a	Was a correction						∏Yes ∏No					
Ь	If "Yes," describ	e in Part IV										
Par	t I-C Comple	te if the or	ganization is	exempt under s	ection 501(c) except section 50	1(c)(3).					
1	Enter the amoun	t directly expe	nded by the filin	g organization for sec	tion 527 exempt	function activities 🕨 🕨	\$					
2	Enter the amoun exempt funtion a	-	rganızatıon's fun	ds contributed to othe	er organizations	for section 527 ►	\$					
3	Total exempt fur	nction expendit	tures Add lines	1 and 2 Enter here ar	nd on Form 1120)-POL, line 17b 🕨 🕨	\$					
4	Dıd the fılıng org	anızatıon file F	orm 1120-POL fo	or this year?			∏Yes ∏No					
5	organization mad amount of politic	de payments F al contributior	or each organiza is received that	ation listed, enter the were promptly and dir	amount paid fror ectly delivered t	527 political organization n the filing organization's o a separate political org s needed, provide informa	funds Also enter the anızatıon, such as a					
	(a) Name	9	(b)	Address	(c) EIN	(d) A mount paid from filing organization's funds If none, enter -0-	(e) A mount of political contributions received and promptly and directly delivered to a separate political organization If none, enter - 0-					
							+					
For P	aperwork Reductio	n Act Notice, se	e the Instruction	s for Form 990 or 990-l	EZ. Ca	it No 50084S Schedule C						

Scl	edule C (Form 990 or 990-EZ) 2010			Page 2
P	art II-A Complete if the organization under section 501(h)).	n Boexement #1987527tion 507(k)(3))@	/ <mark>0&/᠒᠙᠒</mark> ᢄ᠐᠋ᡗᢂᠼᡚᢅ68	29 (cfc1 i 08)
	Check 🔽 If the filing organization belongs to Check 🔽 If the filing organization checked bi	an affiliated group ox A and "limited control" provisions apply		
	Limits on Lobbying (The term "expenditures" means a	•	(a) Filing Organization's Totals	(b) A ffiliated Group Totals
1a	Total lobbying expenditures to influence public	opinion (grass roots lobbying)		
b	Total lobbying expenditures to influence a legis	latıve body (dırect lobbyıng)		
с	Total lobbying expenditures (add lines 1a and 1			
d	Other exempt purpose expenditures			
е	Total exempt purpose expenditures (add lines 3			
f	Lobbying nontaxable amount Enter the amount columns			
	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:		
	Not over \$500,000	20% of the amount on line 1e		
	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000		
	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000		
	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000		
	Over \$17,000,000	\$1,000,000		
g	Grassroots nontaxable amount (enter 25% of l	ne 1f)		
h	Subtract line 1g from line 1a If zero or less, en	ter -0-		
i	Subtract line 1f from line 1c If zero or less, ent	er - 0 -		
j	If there is an amount other than zero on either l section 4911 tax for this year?	ine 1h or line 1i, did the organization file Form 47	20 reporting	∏Yes ∏No

4-Year Averaging Period Under Section 501(h) (Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f on page 4.)

	Lobbying Expendit	ures During 4	4-Year Avera	ging Period		
	Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) Total
2a	Lobbying non-taxable amount					
Ь	Lobbying ceiling amount (150% of line 2a, column(e))					
с	Total lobbying expenditures					
d	Grassroots non-taxable amount					
e	Grassroots ceiling amount (150% of line 2d, column (e))					
f	Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2010

Schedule C (Form 99900万元)2910 Document #1387527 Filed: 08/03/2012 Page 130 of 18的e 3

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

		(a	ı)	(b)
		Yes	No	A mount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
а	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
с	Media advertisements?			
d	Mailings to members, legislators, or the public?			
е	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities? If "Yes," describe in Part IV			
j	Total lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section $501(c)(3)$?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
с	If "Yes," enter the amount of any tax incurred by organization managers under section 4912		Ī	
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			
Par	t III-A Complete if the organization is exempt under section 501(c)(4), section	501(c)(5), o	r section

501(c)(6)

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2		
3	Did the organization agree to carryover lobbying and political expenditures from the prior year?	3		

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered "No" OR if Part III-A, line 3 is answered "Yes".

1	Dues, assessments and similar amounts from members	1	75,425,530
2	Section 162(e) non-deductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
а	Current vear	2a	1,161,406
b	Carryover from last year	2b	
с	Total	2c	1,161,406
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	1,885,638
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	-724,232
P	art IV Supplemental Information	-	

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1 Also, complete this part for any additional information

Identifier Return Reference Explanation

efile GRAPHIC p	orint - DO NOT PROCESS	As Filed Data -		DLN: 934931040040
SCHEDULE D Form 990)	USCA Case #12-5118 Supple	Document #1387527 emental Financial Statem	Filed: 08/03/2 Ients	2012 P ^{86 131¹5#58 2010}
epartment of the Treasury		f the organization answered "Yes," to	Form 990,	Open to Publi
iternal Revenue Service		Part IV, line 6, 7, 8, 9, 10, 11, or 12. h to Form 990. ⊨ See separate instruc	t ions.	Inspection
Name of the organi American Bar Association				bloyer ident if icat ion number
Part I Organi	izations Maintaining Don	or Advised Funds or Other Si		0723150
	ation answered "Yes" to Fo		innar i unus	of Accounts. complete in
		(a) Donor advised fund	s	(b) Funds and other accounts
Total number at	t end of year			
Aggregate cont	rıbutıons to (durıng year)			
Aggregate gran	ts from (durıng year)			
Aggregate valu	e at end of year			
		or advisors in writing that the assets h to the organization's exclusive legal c		ised Fyes Fi
used only for cl conferring impe	haritable purposes and not for the rest of the private benefit	s, and donor advisors in writing that gi ne benefit of the donor or donor adviso	r, or for any othe	er purpose Ves I
		plete if the organization answered		n 990, Part IV, line 7.
☐ Preservatı ☐ Protection ☐ Preservatı	on of land for public use (e g , re of natural habitat on of open space	☐ Preserva	ation of an histor ation of a certifie	rically importantly land area ad historic structure
	2a-2d if the organization held a ne last day of the tax year	a qualified conservation contribution i	n the form of a c	onservation Held at the End of the Year
a Total number o	f conservation easements		2a	
-	restricted by conservation ease	ments	24 2b	
_		ied historic structure included in (a)	20 2c	
	servation easements included ir		2d	
Number of cons	servation easements modified t	ransferred, released, extinguished, or	terminated by t	he organization during
	ar ▶	······································		·····y-····y
Number of stat	es where property subject to co	nservation easement is located 🕨		
-	nization have a written policy reg the conservation easements it	garding the periodic monitoring, inspec holds?	ction, handling o	fviolations, and Yes [
		g, inspecting and enforcing conservat		
		specting, and enforcing conservation e		g the year № \$
170(h)(4)(B)(ı)) and 170(h)(4)(B)(11)?	I line 2(d) above satisfy the requireme		∏ Yes ∏ I
balance sheet,		orts conservation easements in its re ext of the footnote to the organization's easements		
		ections of Art, Historical Trea ered "Yes" to Form 990, Part IV,		her Similar Assets.
art, historical t	reasures, or other similar asset	SFAS 116, not to report in its revenu s held for public exhibition, education its financial statements that describe	or research in fu	
historical treas	· ·	SFAS 116, to report in its revenue st ld for public exhibition, education, or r i items		•
(i) _{Revenues II}	ncluded in Form 990, Part VIII,	line 1		►\$
(ii) Assets incl	luded in Form 990, Part X			►\$
If the organizat	tion received or held works of ar	t, historical treasures, or other similar r SFAS 116 relating to these items	r assets for finar	
a Revenues inclu	ided in Form 990, Part VIII, line	e 1		▶\$
_	d ın Form 990, Part X			► \$
				· · ·

	•	*
For Privacy Act and Paperwork Reduction Act Notice, see the Intructions for Form 990	Cat No 52283D	Schedule D (Form 990) 2010

þ	dule D (Form 990) 2010 Organizations Maintaming Colle		20-	7507	cal Tro-Fi	lod: 09/08/	01	Simi	00-12	Poot :	Page
											nouea
	Using the organization's accession and other red items (check all that apply)	cords, cneck any	orti	ne toli	owing that a	are a significan	tuse	e of its co	liection	ו	
	Public exhibition		d	Γ	Loan or ex	change progra	ms				
	☐ Scholarly research		e	Г	Other						
	Preservation for future generations										
	Provide a description of the organization's collec Part XIV	tions and explair	hoי ו	w the	/ further the	organızatıon's	exe	mpt purp	ose in		
	During the year, did the organization solicit or re assets to be sold to raise funds rather than to be						sımıl	ar	Г	Yes	∏ No
	t IV Escrow and Custodial Arrangem Part IV, line 9, or reported an amou					on answered	"Ye	s" to For	rm 990),	
	Is the organization an agent, trustee, custodian included on Form 990, Part X?	or other intermed	liary	for c	ontributions	or other asse	s no	t	Г	Yes	∏ No
	If "Yes," explain the arrangement in Part XIV an	nd complete the fo	ollov	ving ta	able						
									A mou	Int	
	Beginning balance					1	c				
	Additions during the year						d				
	Distributions during the year					1	e				
	Ending balance					1	f				
	Did the organization include an amount on Form	990, Part X, line	21?						Г	Yes	I⊂ No
	If "Yes," explain the arrangement in Part XIV										
	rt V Endowment Funds. Complete if th										
		(a)Current Year	(t)Prior		Two Years Back	(d)⊺	hree Years	Back (e)Four Y	ears Bac
	Beginning of year balance	8,023,847			7,300,840						
	Contributions	10,925			224,937						
	Investment earnings or losses	823,464			514,008						
	Grants or scholarships										
	Other expenditures for facilities and programs										
	Administrative expenses	21,149			15,938						
	End of year balance	8,837,087		8	8,023,847						
	Provide the estimated percentage of the year en	d balance held as	5								
	Board designated or quasi-endowment 🕨 12	080 %									
	Permanent endowment 🕨 76 010 %										
	Term endowment 🕨 11 910 %										
	Are there endowment funds not in the possessio	n of the organizat	tion	that a	re held and	administered	or th	ie			
	organization by (i) unrelated organizations								3a(i)	Yes	No No
	(ii) related organizations		•	• •			•	• • •	3a(ii)	Yes	
	If "Yes" to 3a(II), are the related organizations li		on S	Sched	ule R?				3b	Yes	
	Describe in Part XIV the intended uses of the or						-				
	t VI Investments—Land, Buildings, a	-				Part X, line 1	0.				
	Description of investment			(a)	Cost or other (Investment)	(b)Cost or other)	er	(c) Accumu depreciat		(d) Bo	ok value
	Land										
	Buildings		I.			1					
	Leasehold improvements					22,236,8	87	9,3	38,833	1	2,898,05
								-,			

Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).)

e Other .

. . •

Schedule D (Form 990) 2	010

16,084,964

Schedule D (Form 990) 2010			Page 3
Part VII Investments Other 1Sealuthies. Bee	URoren 990,3867527 line 12		Page 133 of 168
 (a) Description of security or category (including name of security) 	(b) Book value		d of valuation • year market value
(1)Financial derivatives			
(2)Closely-held equity interests			
Other			
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)	•		
Part VIII Investments-Program Related. Se	e Form 990, Part X, line :	13.	
(a) Description of investment type	(b) Book value	(c) Method	d of valuation
		Cost or end-of-	year market value
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)	•		
Part IX Other Assets. See Form 990, Part X, II	ne 15.		
(a) Descri	ption		(b) Book value
(1) Due from Related Organizations			238,471
(2) Cash Advances to Related Organizations			2,900,000
(3) Loans to Related Organizations			10,798,600
Total. (Column (b) should equal Form 990, Part X, col.(B) line	15.)		13,937,071
Part X Other Liabilities. See Form 990, Part X	X, line 25.		
1 (a) Description of Liability	(b) A mount		
Federal Income Taxes			
Deferred Rent Abatement	11,022,430		
Other Liabilities	9,451,200		
Pension Liability	51,818,834		
Due to Related Organizations	- 17,479,047		

 Total. (Column (b) should equal Form 990, Part X, col (B) line 25)
 54,813,417

 2. Fin 48 (ASC 740) Footnote In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC740)

es 3 and 9 I Statemen nents 2a 2b 2c 2d 2d 4a . 4a . 4b 	Its With Reve 	1 2 3 4 5 6 7 8 9 10 enue per Re 1 . <tr< th=""><th>age 134 of 168</th></tr<>	age 134 of 168
I Statements nents .		2 3 4 5 6 7 8 9 10 enue per Re . 1 . 1 . 2e 3 2e 3	eturn
I Statements nents .		3 4 5 6 7 8 9 10 enue per Re . 1 . 1 . 2e 3 3	turn
I Statements nents .		 4 5 6 7 8 9 10 enue per Re 1 1 2e 3 4c 	eturn
I Statements nents .		5 6 7 8 9 10 enue per Re 1 2e 3 3	eturn
I Statements nents .		6 7 8 9 10 enue per Re . 1 . 1 . 2e 3 3	eturn
I Statements nents .		 7 8 9 10 enue per Re 1 . .<	eturn
I Statements nents .		8 9 10 enue per Re . 1 2e 3 3	eturn
I Statements nents .		9 10 enue per Re . 1 2e 3 3	eturn
I Statements nents .		<u>2e</u> <u>3</u>	eturn
I Statements nents .		enue per Re 1 1 2e 3 4c	eturn
nents 2a . 2b . 2c 2d 		· · 1	eturn
2a . 2b . 2c 2d 		· · 2e · · 3	
2a 2b 2c 2c 2d 2d 4a 4b 		· · 3	
. 2b 2c 2d 2d 		· · 3	
. 2c . 2d 		· · 3	
2d 		· · 3	
		· · 3	
. 4a 4b		· · 3	
. 4a 4b		4c	
. 4a 4b			
. 4b			
art I, line 12)			
art I, line 12)			
		5 .	
al Stateme	nte With Evr		
		penses per l	Return
		1	
2a	1		
	·	2e	
		3	
4a	1		
		4c	
		I	1
	• • • • • • • • • • • • • • • • • • •	. 2c . .	. 2c <

Ident if ier	Ret urn Reference	Explanation
V	4	The endowment funds are held by a tax-exempt related organization, ABA Fund for Justice Education FJE ABA uses the proceeds from the endowment funds to provide a predictable stream of funding for ABA programs
X	2	The ABA, the JOB, the FJE and the Museum of Law are qualified under the US Internal Revenue Code Code as tax-exempt organizations or, in the case of FJE, as a tax-exempt fund, and are exempt from tax on income related to their tax-exempt purposes under Section 501A of the Code The ABA is exempt from income taxes as an association described in Section 501c6 of the Code The JOB is exempt under Section 501c2, and the FJE and the Museum are exempt under Section 501c3
X	2	The FJE and other organizations do not have any material unrelated business income Accordingly, no provision for income taxes has been made in the consolidated financial statements for the fiscal years ended August 31, 2011 and 2010
x	2	There are no amounts of interest and penalties associated with the tax matters that are recognized in the ABAs consolidated financial statements for the fiscal years ended August 31, 2011 and 2010 The US federal income tax returns for the ABA for years prior to the fiscal year ending August 31, 2007 are closed

efile GRAPHIC print - DC Schedule I		•			10040 5: 405	01	N: 93493104004022 MB No 1545-0047
Form 990) USCA Case #12-5118 Decument #1387527 Filed: 08/03/2012 Page 135 of 168 Grants and Other Assistance to Organizations, Governments and Individuals in the United States Complete if the organization answered "Yes," to Form 990, Part IV, line 21 or 22.							2010
Department of the Treasury Internal Revenue Service	Co	omplete if the organization	n answered "Yes," to l Attach to Form 99		e 21 or 22.		Open to Public Inspection
Name of the organization						Employer identifi	
						36-0723150	
Part IGeneral Inform1Does the organization mail	nation on Grants		a grants or assistance	the grantoos' eligibil	ity for the grants or ass	istanco and	
the selection criteria used 2 Describe in Part IV the or	to award the grants ganızatıon's procedui	or assistance? res for monitoring the use	of grant funds in the L	United States			r Yes r N
Form 990, Part I	V, line 21 for any i	• Governments and recipient that received eded.	more than \$5,000.	Check this box if r	io one recipient recei	ved more than \$5,0	
1 (a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) A mount of cash grant	(e) A mount of non- cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(1) University of South CarolinaSchool of Law Columbia, SC 29208	57-6001153	115 State Agency	89,944				
(2) Legal Aıd Socıety of Mıddle Tennessee and the CumberlandsPO Box 5209 Oak Rıdge,TN 37831	62-0800756	501c3	78,158				
(3) Community Action Program of Lancaster County 601 South Queen Street Lancaster, PA 17603	23-1667311	501c3	63,318				
(4) Legal Counsel for the Elderly601 E Street NW Washington, DC 20049	52-1194741	501c3	62,044				
(5) Public Justice Center1 North Charles Street Suite 200 Baltimore, MD 21201	52-1412226	501c3	56,009				
(6) Ace Mentor Program of America Inc400 Main Street Suite 711 Stamford, CT 06901	51-0465877	501c3	50,000				
(7) Northwestern University School of Law357 E Chicago Ave Chicago, IL 60611	36-2167817	501c3	30,216				
(8) Prarie state Legal Services Inc350 South Schmale Road Carol Stream,IL 60188	37-1030764	501c3	28,548				
(9) National Conference of Commissioners on Uniform State Law111 N Wabash Ave Suite 1010 Chicago, IL 60602	36-2307682	115 State Agency	26,250				
(10) A merican Intellectual Property Law Education Foundation241 18th Street South Suite 700 Arlington, VA 22202	54-2019670	501c3	17,500				
(11) Pine Tree Legal Assistance Inc88 Federal Street PO Box 547 Portland, ME 04112	01-0279387	501c3	6,658				
2 Enter total number of sect	100, 501(c)(3) and 00	vernment organizations					▶ 11

Enter total number of other organizations . 3

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Schedule I (Form 990) 2010

Part III Grants and Other Assistancese Individuals in the Number of States. Complete if the 08081/20102 ans Nervel 186s of 0168 m 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) A mount of cash grant	(d) A mount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
(1) Scholarshıps/A wards	74	82,485			

Part IV	Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.						
Ident if ier	Return Reference	Explanation					
I	2	ABA has recipient monitoring procedures in place to ensure adequate control of funds that are awarded. These procedures include the review of grantee financial and narrative reports, periodic on-site monitoring of grantee programs and financial operation, review of cash management procedures to minimize the cash on hand by recipients, and the review and appropriate follow-up on recipient audits including any deficiencies noted.					
I	2	Grant recipients typically are selected in consultation with the funding agency					
I	2	The majority of the scholarships are paid directly to the colleges and universities that the award winners are attending. The remaining awards are paid as stipends to under-represented law students pursuing unpaid clerkships with judges. The stipends for clerkships are taxable to the grantee.					

Schedule I (Form 990) 2010

efi	le GRAPHIC p	rint - DO NOT PROCESS	As Filed Data -		DLN: 93493	104	004	022
Sch	edule J	JSCA Case #12-5118	npensation In	Grmation _{Filed: 08/03/20}	012 Page 13	$\frac{15}{70}$	15-0	<u>8</u> 47
For	m 990)			Key Employees, and Highest	2	01	-	
			Compensated Emp	loyees		UI	IV	
)epartn	nent of the Treasury	Complete if t	the organization answ Part IV, question	rered "Yes" to Form 990, n 23.	Oper	ı to	Pub	lic
nternal	Revenue Service	► Attach t	to Form 990. 🕨 See se		Ins	spec	tior	ו
	ne of the organi erican Bar Association			Emplo	oyer ident if icat ion	numb	er	
Ame	Incan Dai Association	I		36-0	723150			
Ра	rt I Questi	ons Regarding Compensat	tion					
						Y	′es	No
1a		opiate box(es) if the organization						
		Section A, line 1a Complete Part						
	_	or charter travel		allowance or residence for perso				
	'	companions ification and gross-up payments		s for business use of personal re social club dues or initiation fee				
		ary spending account		services (e.g., maid, chauffeur, o				
	, Discretion	in spending decount	, reisendi					
b	If any of the bo	xes in line 1a are checked, did the	e organızatıon follow a	written policy regarding payme	ntor			
	reimbursement	orprovision of all the expenses de	escribed above? If "N	o," complete Part III to explain	1	ь Ү	′es 🛛	
2		ation require substantiation prior						
	officers, directo	ors, trustees, and the CEO/Execu	tive Director, regardir	g the items checked in line 1a?		2 Y	'es	
3		If any, of the following the organiz		h the compensation of the				
		CEO/Executive Director Check a tion committee		mployment contract				
		nt compensation consultant		ation survey or study				
	_	of other organizations		by the board or compensation c	ommittee			
		-		, , , , , , , , , , , , , , , , , , , ,				
4		r, dıd any person lısted ın Form 99	0, Part VII, Section A	، line 1a with respect to the filir	ng organization			
	or a related org	anization						
а	Receive a seve	rance payment or change-of-cont	trol payment from the	organization or a related organiz	ation? 4	a Y	′es	
b	Participate in, o	or receive payment from, a supple	mental nonqualified re	tirement plan?	4	ь		No
с	Participate in, o	or receive payment from, an equit	y-based compensatio	n arrangement?	4	lc 🛛		No
	If "Yes" to any	of lines 4a-c, list the persons and	d provide the applicab	le amounts for each item in Part	III			
	0-b 501(-)(7)							
5		and 501(c)(4) organizations only ted in form 990, Part VII, Section	-					
5		contingent on the revenues of	r A, fine 10, dia the or	junization pay of accrac any				
а	The organizatio	n?			5	a		
b	Any related or				5	ь		
	If "Yes," to line	5a or 5b, describe in Part III						
6		ted in form 990, Part VII, Section	A, line 1a, did the or	janization pay or accrue any				
	compensation	contingent on the net earnings of						
а	The organization	[,] n?			6	a		
Ь	Any related org	anization?			6	ь		
	If "Yes," to line	6a or 6b, describe in Part III						
7		ted in Form 990, Part VII, Section lescribed in lines 5 and 6? If "Yes				,		
8		nts reported in Form 990, Part VI nitial contract exception describe				3		
9	If "Yes" to line	8, did the organization also follow	the rebuttable presu	mption procedure described in P		-	-+	
-	section 53 495		. the reputtable presu	inplion procedure described III N	-			

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Part II Officers, Directors, Ufice esse 2000 and Heghest 2000 and Heghest 2000 and Engloye a loge of a loge to have a needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(I)-(III) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of	W-2 and/or 1099-MI	SC compensation	(C) Retirement and	(D) Nontaxable	(E) Total of columns	(F) Compensation
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(ı)-(D)	reported ın prior Form 990 or Form 990-EZ
(1) Jack L Rives	(1) (11)	395,786		640			396,426	
(2) Kathryn Shaw 	(1) (11)	175,566		315		18,153	194,034	
(3) Helen M Enright	(1) (11)	217,562		360	3,554	23,569	245,045	
(4) Marına B Jacks	(1) (11)	271,176		267	7,255	9,389	288,087	
(5) Thomas M Susman	(1) (11)	301,062		348	12,250	2,880	316,540	
(6) Robert T Howell	(1) (11)	375,789		386	20,650	19,543	416,368	
(7) Edward Adams	(1) (11)	262,188		432	3,543	22,128	288,291	
(8) Lillian B Gaskin	(1) (11)	134,294		58,761	3,447	9,611	206,113	
(9) Albın C Burkman	(I) (II)	132,590		58,854	3,452	16,351	211,247	
(10) Robert M Horowitz	(1) (11)	197,162		297	5,356	4,890	207,705	
(11) Dolores G Gedge	(1) (11)	181,313		308	1,042	21,838	204,501	
(12) Laura L Metzger	(1) (11)	174,962		258	3,496	7,137	185,853	
(13) Henry F White	(1) (11)			490,980			490,980	
(14) Gordon Kerr	(1) (11)	83,201		60,548	1,783	5,050	150,582	
(15)								
(16)								

Schedule J (Form 990) 2010

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Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Ident if ier	Ret urn Reference	Explanation
I		The President was provided first class for general business trips taken during the year First-class travel was not treated as taxable compensation due to the business nature of the trip
I	1a	Senior Executives were offered spousal travel for general business trips taken during the year Spousal travel was treated as taxable compensation
I	4 a	The following individuals received severance payouts during the year pursuant to a written agreement Henry F. White, Jr., Former Executive Director 490,980 Gordon Kerr, Former Associate Executive Director 60,476

Schedule J (Form 990) 2010

efile GRAPHIC print - DO N	OT PR	OCESS	As File	ed Data	1 -			C	DLN: 93	4931040	04022
(Form 990 or 990-EZ) Department of the Treasury	"Yes"	► on Form	· Complete i 990, Part I or Form 990	f the org V, lines 2 -EZ, Part	terested F anization answer 25a, 25b, 26, 27, 2 V lines 38a or 40 -EZ. ⊯See separa	ed 28a, 28b b.	, or 28c,		P ag	201	1 68 O Public
Internal Revenue Service										Inspect	
Name of the organization American Bar Association								mployer i 6-07231		tion numbe	er
Part I Excess Benefit Tra											
Complete if the organiza	tion ans	wered "	Yes" on For	m 990, P I	art IV, line 25a o	or 25b, (or Form	990-EZ,	Part V , li		
1 (a) Name of disc	qualified	person			(b) Desc	ription	oftransa	action		<u> </u>	orrected?
										Yes	No
											_
2 Enter the amount of tax imposisection 4958	sedont	he orgar	lization man	agers or	disqualified pers	ons duri	ing the y	/ear unde	r • ≰		
3 Enter the amount of tax, if an	v. on line	e 2. abov	ve. reimburs	ed by th	e organization .				+ • \$		
	,,	. 2, 450	re, rembure	, cu b) th	e organization i	· ·			*		
Part II Loans to and/or						_					
Complete If the organ	ization a	inswered	1 "Yes" on F	orm 990	, Part IV, line 26	, or ⊦orr I	m 990-E		, line 38	a 	
(a) Name of interested person and purpose	or fro	oan to om the zation?	(c) Orig principal a			(e) In default?		(f) Approved by board or committee?		(g) Written agreement?	
	То	From				Yes	No	Yes	No	Yes	No
									_		
T - + - 1				b							
Total	nce Pr	nofi++	 ina Inter	► \$	Persone			1			
Complete if the org						/, line 2	27.				
					en interested ner	<u> </u>					

(a) Name of interested person	(b)Relationship between interested person and the organization	(c)A mount of grant or type of assistance
- Deleter And and Developments Deducation And Mark		

(a) Name of interested person	(b) Relationship between interested person and the	(c) A mount of transaction	(e) Sharing of organization's revenues?	
	organization		Yes	No

Part V

Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule L (see instructions)

Ident if ier	Return Reference	Explanat ion	
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Schedule L (Form 990 or 990-EZ) 2010

efile GRAPHIC pr	int - DO NOT PROCESS	As Filed Data -		DLN: 93493104004022
SCHEDULE O (Form 990 or 990-EZ)	SCA Case #12-5118 Supplementa	Document #1387	527 5 Form 990 or 990-EZ	Page 142 of 168 2010
Department of the Treasury Internal Revenue Service		ide information for resp 90 or to provide any ado ▶ Attach to Form 990	Open to Public Inspection	
Name of the organizat American Bar Association	ion		Employer	ident if icat ion number
			36-0723	150

ldentifier	Return Reference	Explanation
Form 990 Part Ⅲ	4a	The ABA provides law yers unparalleled opportunities for professional grow th and service through numerous groups dedicated to specific areas of law The Association currently has 23 Sections, which range in size from about 3,600 members to more than 60,000 15 Divisions and 6 Forums All of these groups draw their membership from law yers or judges with common professional interests. Sections include the following legal areas Administrative Law and Regulatory Practice Antitrust Business Criminal Justice Dispute Resolution Environment, Energy and Resources Family Law General Practice Solo Small Firm Government and Public Sector Law Health Law, Individual Rights and Responsibilities Intellectual Property International Law Labor and Employment Law Practice Management Legal Education Litigation Public Contract Law Public Utility, Communications and Transportation Law

ldentifier	Return Refer ence /	A Case #12-5118	Explan Document #1387527	ation Filed: 08/03/2012	Page 143 of 168
Form 990 Part III	4a	Include Young Law yers The Division for Public Se the Law Library of Cong Law The Public Service homelessness and pover	Law Tort and Insurance Practice Judges and their Staff Senior Law ervice has Committees that focus ress, Bioethics, National Security, Division also focuses on a numbe rty, and substance abuse The Div and its role in society, with a spe	yers Law Students Public Edu on the improvement of the elec Mental and Physical Disability of social problems with legal vision for Public Education seel	ucation and Bar Services toral process, support for Law, and Environmental ramifications immigration, ks to advance public

ldentifier	Return Refer ence /	A Case #12-5118	Explan Document #1387527	nation Filed: 08/03/2012	Page 144 of 168
Form 990 Part III	4a	construction industry, and the ABA provide members pro bono contributions, ai Divisions also contribute t many of the recommenda recommendations of othe	as of developing law, such as fra d affordable housing and commu s myriad opportunities for profes nd education within their ow n pa to policy-making on issues of imp tions that become the ABAs polic r entities Through the work of the ent of both the profession and the	nity development Sections, Div sional development, leadership rticular fields of interest and ex ortance to both law yers and th cy positions, and act as checks ese groups, the American Bar	isions and Forums within development, networking, pertise Sections and e public Sections originate and balances on

ldentifier	Return Refer ence /	Explanation Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 1	L45 of 168
Form 990 Part III	4c	These books offered guidance and counsel in every leagl discipline and every aspect of a legal care these excellent books would not have been published by a commercial publisher because their revenot great enough for a commercial model. How ever, these publications are of great value to the prof providing vital information to keep law yers up-to-date on developments in the law. Thus ABA publications, the public and the courts by improving the education and professionalism of the nations law y ABAs mission is to serve the profession, many disciplines and authors are able to publish vital and t information that would not otherw ise be available to the profession.	nue potential is ession, ations serve vers Because

ldentifier	Return Referense	Explanation A Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 146 of 168
Form 990 Part VI	6	The members of the Nominating Committee of the House of Delegates nominate the members of the Board of Governors, the elective offices of the Association - President, President-Elect, Secretary, Treasurer, and Chair of the House of Delegates Members who register for the annual meeting elect six members of the House of Delegates the House elects the Board of Governors, the Chair of the House, and the officers Members may nominate officers or governors by presenting a nominating petition to the nominating committee with the number of member signatures specified in the by-laws for each elected position. Members may initiate a referendum to change or initiate ABA policy by filing a petition with the requisite number of signatures. The House by majority vote can direct a referendum on a question relating to the substance of the law, the administration of justice or the policy of the Association. In either case, the majority of members casting a ballot determine the result. All members may attend the meetings of the House of Delegates and may submit a report and recommendation for consideration by the House.

ldentifier	Return Refer ense /	Explanation Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 147 of 168
Form 990 Part VI	7a	The ABA House of Delegates elects the Board of Governors, the officers, and the Chair of the House. The House is designed to be representative of the legal profession in the United States. Members of the Association who register for the annual meeting elect six delegates-at-large. ABA members of each state elect state delegates ABA members who belong to state and qualifying local Bar Associations also elect delegates, the number being dependent on upon the number of ABA members and law yers in the respective state or local Association Association members of ABA sections, divisions, and judicial conferences elect section/division delegates. Each section has a minimum of two delegates, with additional delegate, and the Bar Associations of Guam and the Commonw ealth of the Northern Mariana Islands share one elected rotating delegate

ldentifier	Return Refer ense /	Explanation Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 148 of 168
Form 990 Part VI	7a	State, local and territorial bar associations elect delegates according to their own rules. For purposes of election of the Board, the House is grouped into eighteen geographical districts. Governors serve staggered three year terms the House elects approximately one-third of the Board, and the President-Elect at each annual meeting. The Board of Governors consists of one member from each of the 18 geographical districts, six section members-at-large, and one non-voting law student member-at-large. The President, Chair of the House, President-Elect, Immediate Past President, Secretary and Treasurer of the ABA are ex-officio members of the Board of Governors. The House elects the Chair of the House for a two-year term in even-numbered years every third year the House elects the Treasurer and Secretary a year in advance for three-year terms.

ldentifier	Return Refe rence	Explanation Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 149 of 168
Form 990 Part VI	11a	Prior to filing the return with the IRS, the return is review ed by the organizations management and then review ed by the Audit Committee. The Audit Committee includes members of the Board of Governors as well as members of the ABA who are not members of the Board. The Form 990 is emailed to all members of the ABA Board prior to filing the return with the IRS.

ldentifier	Return Reference	Case #12-5118	Expla Document #1387527	nation Filed: 08/03/2012	Page 150 of 168
Form 990 Part VI	12c	the Accounting team at a from any matter involvin to the Board of Governo completed COI forms If	erved the Conflict of Interest COI ABA If a Board member disclose g the disclosed conflict, and the r ors, distribute COI forms to Board a Board members discloses a con disclosed conflict, and the recus	s a conflict, the Board member ecusal is noted in the minutes members prior to each Board m nflict, the Board member must re	must recuse themselves Additionally, staff assigned weting and collect the

ldentifier	Return Refe <mark>rence</mark> A	Explanation Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 151 of 168
Form 990 Part VI	15a	The Compensation Committee of the ABA Board of Governors review ed compensation information of comparable entities and performance assessments of the top management position and made a recommendation to the full ABA Board of Governors The ABA Board of Governors must approve the final compensation. This process occurs every year and was last performed in 2010

ldentifier	Return Reference	A Case #12-5118	Explan Document #1387527	ation Filed: 08/03/2012	Page 152 of 168
Form 990 Part VI	15b	performance of other of the compensation is rev the guideline recommen the Executive Director o calendar year 2010 The compensation for their p	mittee of the ABA Board reviews c fficers and key employees When o view ed by the Associations Executi dations of the Compensation Comm of the American Bar Association The e Association President and the Pre- positions There has been a long-sta- resident and President-Elect is paid	ther officer and key employee ve Director and Human Resoun ittee The ABA Board approve his process occurs every year esident-Elect receive 100,000 a anding practice and written ag	positions become vacant residepartment based on s the final compensation of and w as last performed in and 50,000 respectively in reement that the

ldentifier	Return Reference as	e #12-5118 Document #1387527 Filed: 08/03/2012 Page 153 of 168
Form 990 Part VI		The ABA constitution bylaws, the ABA business conduct standards, and the audited financial statements are available upon request or on the ABA website www abanet org

ldentifier	Return Refei <mark>ence</mark> A	Explanation Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 154 of 168
Form 990 Part V II	1a	All interested persons listed on part VII of the return devote time to the American Bar Association Fund for Justice and Education, a related tax-exempt entity. The follow ing interested persons devoted time to the James O Broadhead Corporation, a related tax-exempt organization Stephen Zack, Wm T Robinson III, Alice E Richmond, Bernice B Donald, Jack Rives, Kathryn Shaw, and Albin Burkman. The follow ing interested persons devoted time to the American Bar Foundation, a related tax-exempt organization Stephen Zack, Linda Klein, Bernice Donald, Alice Richmond.

ldentifier	Return Reference as	se #12-5118	Explan Document #1387527	nation Filed: 08/03/2012	Page 155 of 168
Form 990 Part VII		-	is reporting on fiscal year August 31 on the Form W-2s filed with the IRS t		nsation reported in Part VII

ldentifier	Return Refe rence	Explanation Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 156 of 168
Form 990 Part XI	5	Other Changes in Net Assets or Fund Balances Investment Income 12,378,502 Pension changes 9,200,271 Other Non-operating 2,118,017 Net Assets Released from Restrictions 292,475 Realized Gain on Sale of Investments 1,984,396 Temporarily Restricted Gifts Pledges 800 Temporarily Restricted Net Asset Released 11,680 1,489,542 Pension Plan Allocation

ldentifier	Return Reference	Explanation A Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 157 of 168
	Reference	A Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 157 of 168 Form 990 Part III Line 4a The ABA provides law yers unparalleled opportunities for professional growth and service through numerous groups dedicated to specific areas of law The As sociation currently has 23 Sections, which range in size from about 3600 members to more than 60,000 15 Divisions and 6 Forums All of these groups draw their membership from law yers or judges with common professional interests. Sections include the following legal are as Administrative Law and Regulatory Practice Antitrust Buisness Cirrimal Justice Dispute Resolution Environment, Energy and Resources Famly Law Ceneral Practice Solo Small Firm G overnment and Public Sector Law Health Law, Individual Rights and Responsibilities Intelle citual Property International Law Labor and Employment Law Practice Management Legal Education Litugation Public Contract Law. Public Utility, Communications and Transportation Law Form 990 Part III Line 4a Science and Technology Law Tort and Insurance Practice Tax and St ate and Local Government Law Divisions include Young Law yers Judges and their Staff Senio r Law yers Law Students Public Education and Bar Services The Division for Public Service Dission also focuses on a number of social proble ms with legal ramfications immigration, homelessness and poverty, and substance abuse The Division for Public Education Seeks to advance public understanding of the law and its role in societly, with a special emphasis upon youth education Form 990 Part III Line 4a Forums explore new areas of developing law, such as franchising, e-commerce, entertainment and sports law, thin the ABA provide members myriad opportunities for p rofessional development, leadership development, networking, pro bono contributions, and e ducation within ther own particular fields of interest and expertse. Sections and Divisions ald Forume All and the legal system Form 900 Part III Line 4a Forums within the ABA provide members in thole by concercial publisher because
		Association who register for the annual meeting elect six delegates-at-large ABA members of each state elect state delegates ABA members who belong to state and qualifying local Bar Associations also elect delegates, the number being depend ent on upon the number of ABA members and law yers

ldentifier	Return Refere nce	Explanation A Case #12-5118 Document #1387527 Filed: 08/03/2012 Page 158 of 168
		In the respective state or local Association Association members of ABA sections, divisions, and judicial conferences elect section/division delegates. Each section has a minimum of two delegates, with additional delegates dependent on the number of members in each sec tion. The US Virgin Islands Bar Association elects a delegate, and the Bar Association of Guam and the Common wealth of the Northern Mariana Islands share one elected rotating de legate. Form 990 Part VI Section A Line 7a State, local and territorial bar associations elect delegates according to their own rules. For purposes of election of the Board, the Ho use is grouped into eghteen geographical districts. Governors serves staggered three year terms the House lects approximately one-third of the Board, and the President-Elect at ea ch annual meeting. The Board of Governors consists of one member from each of the 18 geographical districts, six section members-at-large, and one non-voting law student member-at-large. The President, Chair of the House, President. Secre tary and Treasurer of the ABA are ex-officio members of the Board of Governors, and every third year the Treasurer-Elect and Secretary-Elect also are included on the Board of Governors. The House elects the Chair of the House for a two-year term in even-numbered years every third year the House elects the Treasurer and Secretary a year in advance for three-y ear terms. Form 990 Part VI Section B Line 11a Prior to filing the return with the IRS, the return is reviewed by the organizations management and then reviewed by the Audit Commit teem The Audit Committee includes members of the Board for Sovernors as well as members of the ABA who are not members of the Board The Form 990. Bart VI Section B Line 11a Prior to filing the return with the IRS the return is reviewed by the Accounting teem at ABA. If a Board member discloses a conflict, the B oard member must recuse themselves from any matter involving the disclosed conflict, and the recusal is noted in the mnutes. Additionally, sta

efile GRAPHIC print -	DO NOT PROCESS As Filed Data	ı -				DLN: 934931	L0400	4022				
SCHEDULE R	USCA Case #12	Organizations	and Unrelated	[®] Parthershibs	ge 159 of 168	OMBNo 1	1545-0	047				
(Form 990)		organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37.										
Department of the Treasury Internal Revenue Service						Open to	o Publ	lic				
Name of the organization American Bar Association					Employer ident if	ication number						
					36-0723150							
Part I Identificati	on of Disregarded Entities (Compl	ete if the organizatio	on answered "Yes"	on Form 990, Part	IV, line 33.)							
Name, address,	(a) and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity						
	n 990) Image: Conservation of the expension of an average of the training of the expension of a segment of the average of the training of the expension of a segment of the expension of a segment of the expension of											
Name, address, ar			Legal domicile (state	(d) Exempt Code section	Public charity status	Direct controlling	Section (13) cc	n 512(b) ontrolled				
							Yes	No				
(1) American Bar Foundation												
Chicago, IL 60654 36-6110271		Research	IL.	501C3	7	N/A		No				
(2) American Bar Endowment												
321 N Clark Street		Grants	IL.	501C3	7	N/A		No				
Chıcago, IL 60654 36-2384321												
(3) National Judicial College												
321 N Clark Street		Education	NV	501C3	2	N/A		No				
Chicago, IL 60654 94-2427596												
(4) ABA Museum of Law												
Chicago, IL 60654		Museum	IL	501C3	11 - TYPE I	N/A		No				
36-4187570	cation											
321 N Clark Street												
Chicago, IL 60654		Public Service	IL.	501C3	11 - TYPE I	N/A		No				
36-6110299	poration											
321 N Clark Street												
Chicago, IL 60654		Litle Company	DC	501C2	N/A	N/A		No				
52-1874598 (7) The World Justice Project						+						
740 15th Street NW		Dublic Conver		50100		N/ A		N -				
Washington, DC 20005				20103	/			NO				
27-0359097						<u> </u>	1					

Cat No 50135Y

For Privacy	Act	and Pa	perwork	Reduction	Act N	lot ice.	see the	Instruction	for F	orm 9	990.	

. ,												Tuge 🖬
Part III Identifi because	cation of Relat	ed Orga pre relati	unizations Jaxa ed organizations	ble as a Partner treated as a partner	ship (Complete if ership during the t	the organization ax year.)	n answered Page 1	60' 61 168	Form 990,	Part 1	EV, lır	าе 34
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-yea assets	year allocations? amoi S		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)) al or ging ier?	(k) Percentage ownership
					<u> </u>		Yes No	0		Yes	No	ļ!
		+			<u> </u>							
				able as a Corpora				answered	"Yes" on	Form	990,	Part IV,
(a) Name, address, and EIN of related organization		tion	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controll entity	(e) Type of entri (C corp, S co or trust)		(f) If total income	(g) Share of end-of-year assets			(h) Percentage ownership
(1) ABA Retirement Funds 321 N Clark Street Chicago, IL60654 36-2550367			Benefit Plans	IL.	АВА	C Corp						

Yes Yes Yes	No No
Yes	No
	No
Yes	No
Yes	
Yes	
	No
	No
	No
Yes	
Yes	
	No
	No
Yes	
Yes	
	No
Yes	
$\neg \uparrow$	
	No
-+	No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

	3		
(a) Name of other organization	(b) Transaction type(a-r)	(c) Amount involved	(d) Method of determining amount involved
(1)			
See Additional Data Table			
(2)			
(3)			
(4)			
(5)			
(6)			

Schedule R (Form 990) 2010

Part VI Unrelated Organizations Taxable as a Partnership (Complete if the organization answered "Yes" on Form 990, Part IV, line 37.)

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Are all partners section 501(c)(3) organizations?		Are all partners section		Are all partners section 501(c)(3) organizations?		Are all partners section 501(c)(3) organizations?		(e) Share of end-of-year assets	(f Disprop allocat) ortionate tions?	(g) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(† Gene mana part	aging
			Yes			Yes	No		Yes	No						

Schedule R (Form 990) 2010

Part VII Supplemental Information Complete this part to provide additional Information for responses to questions on Schedule Rised instructions? Page 163 of 168

|--|

Schedule R (Form 990) 2010

USCA Case #12-5118 Document #1387527

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 Software ID:
 10000149

 Software Version:
 2010.2.15

 EIN:
 36-0723150

Name: American Bar Association

Form 990, Schedule R, Part II - Identification of Related Tax-Exempt Organizations

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c) (3))	(f) Direct controlling entity	(g Sectio (b)(contr organi	n 512 13) folled
						Yes	No
American Bar Foundation							
321 N Clark Street Chicago, IL60654 36-6110271	Research	IL	501C3	7	N/A		Νo
American Bar Endowment							
321 N Clark Street Chicago, IL60654 36-2384321	Grants	IL	501C3	7	N/A		No
National Judicial College							
321 N Clark Street Chicago, IL60654 94-2427596	Education	NV	501C3	2	N/A		Νo
ABA Museum of Law							
321 N Clark Street Chicago, IL60654 36-4187570	Museum	IL	501C3	11 - TYPE I	N/A		Νo
ABA Fund for Justice and Education							
321 N Clark Street Chicago, IL60654 36-6110299	Public Service	IL	501C3	11 - TYPE I	N/A		No
The James O Broadhead Corporation							
321 N Clark Street Chicago, IL60654 52-1874598	Title Company	DC	501C2	N/A	N/A		No
The World Justice Project							
740 15th Street NW Washington, DC20005 27-0359097	Public Service	DC	501C3	7	N/A		Νo

Form 990, Schedule R, Part V - Transactions With Related Organizations

	550, Schedule K, Part V - Transactions with Kelated Organizations			
	(a) USQAnCaSeh#վՁց5վվՁյոր Document #1387527 Filed: 08	(b) 103/2012actionPage type(a-r)	(c) Հանդութուն (\$)	(d) Method of determining amount involved
(1)	ABA Retirement Funds	р	799,941	
(2)	American Bar Endowment	р	252,698	
(3)	American Bar Foundation	р	123,713	
(4)	National Judicial College	р	40,711	
(5)	James O Broadhead Corporation	d	13,698,600	
(6)	World Justice Project	I	364,760	
(7)	American Bar Foundation	e	2,543	
(8)	ABA Retirement Funds	e	60,080	
(9)	James O Broadhead Corporation	J	2,660,103	
(10)	James O Broadhead Corporation	m	1,841,431	
(11)	ABA Fund for Justice and Education	d	16,164,238	
(12)	ABA Fund for Justice and Education	n	27,691,190	

Additional Data

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Software ID: 10000149

Software Version: 2010.2.15

EIN: 36-0723150

Name: American Bar Association

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) A verage hours	((tion (hat a	2) (che	ck al			(D) Reportable compensation	(E) Reportable compensation	(F) Estimated amount of other	
	per week	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated	Former	from the organızatıon (W- 2/1099-MISC)	from related organızatıons (W- 2/1099- MISC)	compensation from the organization and related organizations
Stephen N Zack President	25 00	х		x				150,000	0	0
Wm T Robinson III President-Elect	67 00	х		x				50,000	0	0
Lında A Kleın Chaır, ABA House of Delegates	30 00	х		x				0	0	0
Bernice B Donald Secretary	6 0 0	х		x				0	0	0
Cara Lee T Neville Secretary-Elect	15 00	х		x				0	0	0
Alice E Richmond Treasurer	39 00	х		x				0	0	0
Lucian T Pera Treasurer-Elect	15 00	х		x				0	0	0
Carolyn B Lamm Immediate Past President	10 00	х		x				100,000	0	0
Jack L Rives Executive Director	80 00			x				396,426	0	0
Stephen L Tober Member-At-Large	3 00	х						0	0	0
Harold D Pope III Member-At-Large	4 00	х						0	0	0
Amelia Helen Boss Member-At-Large	10 00	х						0	0	0
Robert N Weiner Member-At-Large	5 00	х						0	0	0
Charles E English Sr Member-At-Large	6 0 0	х						0	0	0
Howard H Vogel Member-At-Large	4 00	х						0	0	0
Cheryl I Nıro Member-At-Large	4 00	х						0	0	0
Edith G Osman Member-At-Large	5 00	х						0	0	0
Frederick E Finch Member-At-Large	5 00	х						0	0	0
James S Hıll Member-At-Large	5 00	х						0	0	0
James F Carr Member-At-Large	10 00	х						0	0	0
Craıg Allen Orraj Member-At-Large	5 00	х						0	0	0
Carlos A Rodrıguez-Vıdal Member-At-Large	5 0 0	х						0	0	0
Mark I Schickman Member-At-Large	15 00	х						0	0	0
Kenneth G Standard Member-At-Large	7 00	х						0	0	0
G Nıcholas Casey Jr Member-At-Large	2 00	х						0	0	0

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

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Name and Title	A verage hours	Position (check all that apply)						Reportable	Reportable compensation	Estimated amount of other
	per				·	QΙ	-	compensation from the	from related	compensation
	week	위표	Inst		Ke)			organization (W- 2/1099-MISC)	organızatıons (W- 2/1099-	from the organization and
		direc	ntuti o	l ⊊	э Өг	n st ee o	J		MISC)	related organizations
		ğ≞	leit.	Officei	employee	np	Former			organizations
		individual trustee or director	Institutional Trustee		900 900	Highest compensat employee				
		۳.	e,			fed				
C Tımothy Hopkıns Member-At-Large	10 00	х						0	0	0
James Dımos Member-At-Large	9 00	х						0	0	0
Leslie Miller Member-At-Large	10 00	х						0	0	0
Lee S Kolczun Member-At-Large	1 00	х						0	0	0
Mıtchell A Orpett Member-At-Large	7 50	х						0	0	0
R Kinnan Golemon	4 00	x						0	0	0
Member-At-Large Neal R Sonnett	4 00									
Member-At-Large	12 00	Х						0	0	0
Mary Ellen Coster Williams Member-At-Large	4 0 0	х						0	0	0
Peter Alan Wınograd Member-At-Large	10 00	х						0	0	0
Rıchard A Soden Member-At-Large	12 00	х						0	0	0
Mary L Smith Member-At-Large	8 0 0	х						0	0	0
Lauren Stiller Rikleen Member-At-Large	8 00	х						0	0	0
Mıchelle A Behnke Member-At-Large	2 00	х						0	0	0
Jonathan W Wolfe Member-At-Large	10 00	х						0	0	0
Kendyl T Hanks Member-At-Large	10 00	х						0	0	0
Tommy Preston Jr Member-At-Large	3 00	х						0	0	0
Kathryn Shaw CFO - Part Year	40 00			x				175,881	0	17,587
Helen M Enright Senior Director, Professional Services	40 00				х			217,922	0	27,003
Marına B Jacks Associate Executive Director, Policy Governance	40 00				x			271,443	0	16,509
Thomas M Susman Dırector, Governmental Lıason	37 50				х			301,410	0	12,250
Robert T Howell General Counsel	43 00				х			376,175	0	40,073
Edward Adams Senior Director, Editor and Publisher	40 00				х			262,620	0	25,550
Lıllıan B Gaskın Senior Legislative Counsel	40 00					x		193,054	0	11,542
Albın C Burkman Dırector	40 00					x		191,444	0	17,625
Robert M Horowitz Director	48 00					x		197,459	0	7,187

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

USCA Case #12-		Document,#1387527						Filed: 08/03/2012 _{E)} Page 168 of 16		
Name and Title	A verage hours	Position (check all that apply)						Reportable compensation	Reportable compensation	Estimated amount of other
	per week	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	from the organization (W- 2/1099-MISC)	from related organizations (W- 2/1099- MISC)	compensation from the organization and related organizations
Dolores G Gedge Director of Planning	35 00					x		181,621	0	20,050
Laura L Metzger Dırector, Market Research	55 00					x		175,220	0	10,514
Henry F White Executive Director Former	1 00						х	490,980	0	0
Gordon Kerr Associate Executive Director Former	1 00						х	143,749	0	6,603