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Form **990****Return of Organization Exempt From Income Tax**

OMB No 1545-0047

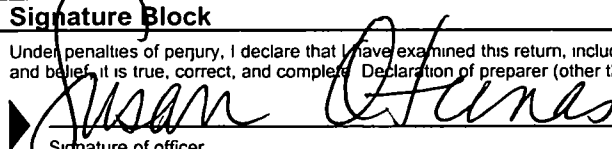
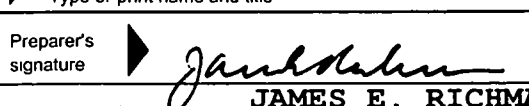
Department of the Treasury
Internal Revenue ServiceUnder section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung
benefit trust or private foundation)

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

2008
Open to Public
Inspection

A For the 2008 calendar year, or tax year beginning _____, and ending _____		D Employer identification number 93-1057956	
B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Termination ☒ Amended return ☐ Application pending	Please use IRS label or print or type. See Specific Instructions	C Name of organization BICYCLE TRANSPORTATION ALLIANCE	
		Doing Business As _____	
		Number and street (or P.O. box if mail is not delivered to street address)	Room/suite
		233 NW 5TH AVENUE	
City or town, state or country, and ZIP + 4 PORTLAND OR 97209		E Telephone number 503-226-0676	
F Name and address of principal officer SUSAN OTCENAS 233 NW 5TH AVE PORTLAND OR 97209		G Gross receipts \$ 1,423,536	
I Tax-exempt status ☒ 501(c) (3) (insert no) ☐ 4947(a)(1) or ☐ 527		H(a) Is this a group return for affiliates? ☐ Yes ☒ No	
J Website: WWW.BTA4BIKES.ORG		H(b) Are all affiliates included? ☐ Yes ☐ No	
K Type of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other		H(c) Group exemption number	
L Year of formation 1990		M State of legal domicile OR	

Part I Summary			
1 Briefly describe the organization's mission or most significant activities: BTA CREATES HEALTHY, SUSTAINABLE COMMUNITIES BY MAKING BICYCLING SAFE, MORE CONVENIENT AND MORE ACCESSIBLE.			
2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its assets.			
3 Number of voting members of the governing body (Part VI, line 1a)			3 17
4 Number of independent voting members of the governing body (Part VI, line 1b)			4 17
5 Total number of employees (Part V, line 2a)			5 40
6 Total number of volunteers (estimate if necessary)			6 457
7a Total gross unrelated business revenue from Part VIII, line 12, column (C)			7a
b Net unrelated business taxable income from Form 990-T, line 34			7b 0
Activities & Governance	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	1,102,734	1,321,253
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	13,853	11,584
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	7,254	5,337
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,148,474	1,376,577
Revenue	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	70,493	72,983
	14 Benefits paid to or for members (Part IX, column (A), line 4)		
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	718,476	869,122
	16a Professional fundraising fees (Part IX, column (A), line 11e)		
	b Total fundraising expenses (Part IX, column (D), line 25)	252,183	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	277,830	526,981
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	1,066,799	1,469,086
	19 Revenue less expenses. Subtract line 18 from line 12	81,675	-92,509
	20 Total assets (Part X, line 16)	Beginning of Year	End of Year
	21 Total liabilities (Part X, line 26)	448,216	361,349
22 Net assets or fund balances. Subtract line 21 from line 20	36,317	41,959	
		411,899	319,390

Part II Signature Block			
Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.			
Signature Here	 Signature of officer SUSAN OTCENAS Type or print name and title		Date 3/19/10
	SECRETARY		
Paid Preparer's Use Only	Preparer's signature	Date	Check if self-employed ☐
	 JAMES E. RICHMAN, CPA, PC Firm's name (or yours if self-employed), address, and ZIP + 4 1 SW COLUMBIA, SUITE 400 PORTLAND, OR 97258		Preparer's identifying number (see instructions) 398-34-8626
	EIN 93-1309646 Phone no 503-295-3780		

May the IRS discuss this return with the preparer shown above? (see instructions)

Yes ☐ No ☐

For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Form 990 (2008)

9-16 10

Part III Statement of Program Service Accomplishments (see instructions)

Briefly describe the organization's mission:

BTA CREATES HEALTHY, SUSTAINABLE COMMUNITIES BY MAKING BICYCLING SAFE, MORE CONVENIENT AND MORE ACCESSIBLE.

- Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

- Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

- 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.

3a (Code:) (Expenses \$ **853,828** including grants of \$ **72,983**) (Revenue \$)
YOUTH AND OTHER EDUCATION:

SAFER ROUTES TO SCHOOLS. THE BTA IS THE SOLE CONTRACTOR FOR THE CITY OF PORTLAND'S SAFER ROUTES TO SCHOOL PROGRAM. WORK INCLUDES BICYCLE SAFETY EDUCATION, PEDESTRIAN SAFETY EDUCATION, AND ENCOURAGEMENT OF BICYCLING AND WALKING TO SCHOOL. EDUCATION WAS PROVIDED TO 26 PORTLAND AREA SCHOOLS.

BICYCLE SAFETY EDUCATION. UNDER A CONTRACTUAL AGREEMENT WITH THE OREGON DEPARTMENT OF TRANSPORTATION, THE BTA

3b (Code:) (Expenses \$ **237,809** including grants of \$) (Revenue \$)
ADVOCACY AND OUTREACH:

THE BTA ADVOCATES IN THE CITY OF PORTLAND TO INCREASE BICYCLING INFRASTRUCTURE AND PROGRAMS. THE BTA WORKS TO PROTECT THE INTERESTS OF CYCLISTS IN ALL TRANSPORTATION PROJECTS. THE BTA WORKS WITH POLICE TO ENSURE THE EQUITABLE AND SAFE ENFORCEMENT OF ALL ROAD USERS.

THE BTA SERVES AS THE BICYCLE LOBBYIST AT THE OREGON LEGISLATURE, WORKING TO PASS BILLS AND PROTECT CYCLING IN PARTNERSHIP ELECTED OFFICIALS, OTHER LOBBYISTS, AND

4 (Code:) (Expenses \$ including grants of \$) (Revenue \$)

41 Other program services. (Describe in Schedule O.)

(Expenses \$ including grants of \$) (Revenue \$)

42 Total program service expenses ► \$ **1,091,637** (Must equal Part IX, Line 25, column (B))

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

	Yes	No
28 During the tax year, did any person who is a current or former officer, director, trustee, or key employee:		
a Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part IV	X	
b Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV		X
c Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV	X	
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		X
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? If "Yes," complete Schedule R, Part I		X
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		X
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		X
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		X
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		X

Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1.	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	0		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.		
1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2.	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	40		
b	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)	X	
3.	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
3a			
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O.		
3b			
4.	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)?		X
4a			
b	If "Yes," enter the name of the foreign country: See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
5c			
6.	Did the organization solicit any contributions that were not tax deductible?		X
6a			
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
6b			
7.	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?		X
7a			
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
7b			
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
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?		X
7e			
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
7f			
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		X
7g			
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		X
7h			
8.	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		X
8			
9.	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?		X
9a			
b	Did the organization make a distribution to a donor, donor advisor, or related person?		X
9b			
10.	Section 501(c)(7) organizations. Enter:		
a	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.		
10b			
11.	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders.		
11a			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
11b			
12.	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
12a			
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		
12b			

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

		Yes	No
For each "Yes" response to lines 2–7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.			
1a	Enter the number of voting members of the governing body	17	
1b	Enter the number of voting members that are independent	17	
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?	X	
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?		X
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a material diversion of the organization's assets?		X
6	Does the organization have members or stockholders?	X	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	X	
7b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9a	Does the organization have local chapters, branches, or affiliates?		X
b	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?		
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990.	X	
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.		X

Section B. Policies

		Yes	No
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13.	X	
12b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
12c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done.	X	
13	Does the organization have a written whistleblower policy?		X
14	Does the organization have a written document retention and destruction policy?		X
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:		
a	The organization's CEO, Executive Director, or top management official?	X	
b	Other officers or key employees of the organization? Describe the process in Schedule O (see instructions).	X	
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?		X
16b	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?		

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed **► OR**
- 18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.
☐ Own website ☐ Another's website ☒ 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.
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: **► ROOPAL PATEL 233 NW 5TH AVE**

PORTLAND**OR 97209****503-226-0676**

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

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

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
PAUL ADKINS DIRECTOR	1	X						0	0	0
JOHN BEASTON DIRECTOR	1	X						0	0	0
TOMMY BROOKS DIRECTOR	1	X						0	0	0
HUGH BYNUM DIRECTOR	1	X						0	0	0
DREW CORRIGAN TREASURER	1	X		X				0	0	0
MARY FETSCH DIRECTOR	1	X						0	0	0
STEPHEN GOMEZ VICE PRES	1	X		X				0	0	0
JEFF KNAPP DIRECTOR	1	X						0	0	0
TOM KNIPE DIRECTOR	1	X						0	0	0
DANIEL MCGINNIS DIRECTOR	1	X						0	0	0
JIM MEAKIN DIRECTOR	1	X						0	0	0
JIM MIDDAUGH DIRECTOR	1	X						0	0	0
SUSAN OTCENAS SECRETARY	1	X						0	0	0
DOUG PARROW DIRECTOR	1	X						0	0	0
NANCY PAUTSCH DIRECTOR	1	X						0	0	0
AUSTIN RAMSLAND DIRECTOR	1	X						0	0	0
MARY ROBERTS CHAIR	1	X		X				0	0	0

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
SCOTT BRICKER EXEC. DIR.	40			X				70,000	0	359
GRETCHEN HORTON FINANCE MGR	40			X				40,000	0	359
1 Total								110,000		718

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization **0**

- 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
- 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? If "Yes," complete Schedule J for such individual
- 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

	Yes	No
3		X
4		X
5		X

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

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization **0**

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c	59,505			
	d Related organizations	1d				
	e Government grants (contributions)	1e	553,694			
	f All other contributions, gifts, grants, and similar amounts not included above	1f	708,054			
	g Noncash contributions included in lines 1a-1f	\$	107,997			
	h Total. Add lines 1a-1f		1,321,253			
Program Service Revenue	2a PROGRAM FEES	Busn. Code 611710	11,584	11,584		
	b					
	c					
	d					
	e					
	f All other program service revenue					
	g Total. Add lines 2a-2f		11,584			
	3 Investment income (including dividends, interest, and other similar amounts)		5,337			5,337
4 Income from investment of tax-exempt bond proceeds						
5 Royalties						
Other Revenue	6a Gross Rents	(i) Real (ii) Personal				
	b Less rental exps					
	c Rental inc or (loss)					
	d Net rental income or (loss)					
	7a Gross amount from sales of assets other than inventory	(i) Securities (ii) Other				
	b Less cost or other basis & sales exps					
	c Gain or (loss)					
	d Net gain or (loss)					
	8a Gross income from fundraising events (not including \$ 59,505 of contributions reported on line 1c) See Part IV, line 18	a	43,530			
	b Less direct expenses	b	43,530			
	c Net income or (loss) from fundraising events					
	9a Gross income from gaming activities See Part IV, line 19	a				
	b Less direct expenses	b				
	c Net income or (loss) from gaming activities					
	10a Gross sales of inventory, less returns and allowances	a	16,171			
	b Less cost of goods sold	b	3,429			
	c Net income or (loss) from sales of inventory		12,742	12,742		
	Miscellaneous Revenue	Busn. Code				
	11a BICYCLE SAFETY LIC PLATES	900099	25,661	25,661		
	b					
c						
d All other revenue						
e Total. Add lines 11a-11d		25,661				
12 Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e		1,376,577	49,987	0	5,337	

Part IX Statement of Functional Expenses

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

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 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	72,983	72,983		
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	110,718	70,359	40,359	
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	619,085	465,990	23,486	129,609
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9 Other employee benefits	75,478	53,421	6,762	15,295
10 Payroll taxes	63,841	46,834	5,619	11,388
11 Fees for services (non-employees).				
a Management				
b Legal	3,000		3,000	
c Accounting	9,375		9,375	
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees				
g Other	98,333	68,022	13,004	17,307
12 Advertising and promotion	56,785	56,075	110	600
13 Office expenses				
14 Information technology				
15 Royalties				
16 Occupancy	39,448	28,122	3,724	7,602
17 Travel	18,596	18,471	21	104
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	26,109	17,695	6,033	2,381
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	12,975	11,914	349	712
23 Insurance	4,076	1,743	1,862	471
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.)				
a SUPPLIES	110,572	97,687	1,848	11,037
b PRINTING AND PUBLICATIONS	71,330	43,500	25	27,805
c OTHER COSTS	25,895	10,064	7,291	8,540
d POSTAGE AND DELIVERY	22,246	5,785	102	16,359
e SUBCONTRACTS	7,758	7,270	488	
f All other expenses	20,483	15,702	1,808	2,973
25 Total functional expenses. Add lines 1 through 24f	1,469,086	1,091,637	125,266	252,183
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				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest bearing	123,152	1	31,927
	2 Savings and temporary cash investments	133,546	2	123,650
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	110,917	4	166,468
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	15,600	8	1,298
	9 Prepaid expenses and deferred charges	6,364	9	7,283
	10a Land, buildings, and equipment cost basis	10a 109,614		
	b Less: accumulated depreciation. Complete Part VI of Schedule D	10b 78,891	10c	30,723
	11 Investments—publicly traded securities		11	
	12 Investments—other securities See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 34)	448,216	16	361,349	
Liabilities	17 Accounts payable and accrued expenses	7,206	17	10,206
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow account liability Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified 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		24	
	25 Other liabilities. Complete Part X of Schedule D	29,111	25	31,753
	26 Total liabilities. Add lines 17 through 25	36,317	26	41,959
	Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.		
27 Unrestricted net assets		386,009	27	276,681
28 Temporarily restricted net assets		25,890	28	42,709
29 Permanently restricted net assets			29	
Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.				
30 Capital stock or trust principal, or current funds			30	
31 Paid-in or capital surplus, or land, building, or equipment fund			31	
32 Retained earnings, endowment, accumulated income, or other funds			32	
33 Total net assets or fund balances		411,899	33	319,390
34 Total liabilities and net assets/fund balances		448,216	34	361,349

Part XI Financial Statements and Reporting

- 1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
- 2b Were the organization's financial statements audited by an independent accountant?
- 2c If "Yes" to lines 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?
- 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?
- 3b If "Yes," did the organization undergo the required audit or audits?

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in)▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	494,981	539,144	932,844	1,102,734	1,321,253	4,390,956
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1-3	494,981	539,144	932,844	1,102,734	1,321,253	4,390,956
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						84,811
6 Public support. Subtract line 5 from line 4						4,306,145

Section B. Total Support

Calendar year (or fiscal year beginning in)▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	494,981	539,144	932,844	1,102,734	1,321,253	4,390,956
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources		880	1,774	7,254	5,337	15,245
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)		539		14,510	25,661	40,710
11 Total support. Add lines 7 through 10						4,446,911
12 Gross receipts from related activities, etc. (see instructions)					12	262,265
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶ ☐						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f))	14	96.8345 %
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f	15	95.5714 %
16a 33 1/3 % support test—2008. If the organization did not check the box on line 13, and line 14 is 33 1/3 % or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶ ☒		
b 33 1/3 % support test—2007. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3 % or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶ ☐		
17a 10%-facts-and-circumstances test—2008. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ ☐		
b 10%-facts-and-circumstances test—2007. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ ☐		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ ☐		

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in)▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1-5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶ ☐						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h	18	%

- 19. 33 1/3 % support tests—2008.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3 %, and line 17 is not more than 33 1/3 %, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶ ☐
- b** **33 1/3 % support tests—2007.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3 %, and line 18 is not more than 33 1/3 %, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶ ☐
- 20** **Private foundation.** If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions ▶ ☐

Part IV **Supplemental Information.** Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. (see instructions)

PART II, LINE 10 - OTHER INCOME DETAIL

BIKE SAFETY LIC PLATE & OTHER \$ 40,710

SCHEDULE C
(Form 990 or 990-EZ)**Political Campaign and Lobbying Activities**

OMB No 1545-0047

2008**Open to Public
Inspection**Department of the Treasury
Internal Revenue Service**For Organizations Exempt From Income Tax Under section 501(c) and section 527**▶ **To be completed by organizations described below.**▶ **Attach to Form 990 or Form 990-EZ.****If the organization answered "Yes," to Form 990, Part IV, line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities), then**

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

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.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," to Form 990, Part IV, line 5 (Proxy Tax), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization

BICYCLE TRANSPORTATION ALLIANCE

Employer identification number

93-1057956**Part I-A To be completed by all organizations exempt under section 501(c) and section 527 organizations.**
See the instructions for Schedule C for details.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political expenditures ▶ \$ _ _ _ _ _
- 3 Volunteer hours _ _ _ _ _

Part I-B To be completed by all organizations exempt under section 501(c)(3).
See the instructions for Schedule C for details.

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ _ _ _ _ _
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ _ _ _ _ _
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No
- 4 Was a correction made? ☐ Yes ☐ No
- 5 If "Yes," describe in Part IV.

Part I-C To be completed by all organizations exempt under section 501(c), except section 501(c)(3).
See the instructions for Schedule C for details.

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ _ _ _ _ _
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ _ _ _ _ _
- 3 Total of direct and indirect exempt function expenditures. Add lines 1 and 2 and enter here and on Form 1120-POL, line 17b ▶ \$ _ _ _ _ _
- 4 Did the filing organization file Form 1120-POL for this year? ☐ Yes ☐ No
- 5 State the names, addresses and employer identification number (EIN) of all section 527 political organizations to which payments were made. Enter the amount paid and indicate if the amount was paid from the filing organization's funds or were political contributions received and promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-

Part II-A To be completed by organizations exempt under section 501(c)(3) that filed Form 5768 (election under section 501(h)). See the instructions for Schedule C for details.

A Check ☐ if the filing organization belongs to an affiliated group.

B Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures
(The term "expenditures" means amounts paid or incurred.)

	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)														
c Total lobbying expenditures (add lines 1a and 1b)														
d Other exempt purpose expenditures	1,469,086													
e Total exempt purpose expenditures (add lines 1c and 1d)	1,469,086													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	221,909													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table>	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		
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 line 1f)	55,477													
h Subtract line 1g from line 1a. Enter -0- if line g is more than line a	0													
i Subtract line 1f from line 1c. Enter -0- if line f is more than line c	0													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ 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 of the instructions.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) Total
2a Lobbying non-taxable amount	124,513	140,115	186,713	221,909	673,250
b Lobbying ceiling amount (150% of line 2a, column(e))					1,009,875
c Total lobbying expenditures	275	1,800	3,406		5,481
d Grassroots non-taxable amount	31,128	35,029	46,678	55,477	168,312
e Grassroots ceiling amount (150% of line 2d, column (e))					252,468
f Grassroots lobbying expenditures	275	1,800	3,406		5,481

Part II-B To be completed by organizations exempt under section 501(c)(3) that have NOT filed Form 5768 (election under section 501(h)). See the instructions for Schedule C for details.

	(a)		(b)
	Yes	No	Amount
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:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e 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 other means?			
i Other activities? If "Yes," describe in Part IV			
j Total lines 1c through 1i			
2 a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
c If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6). See the instructions for Schedule C for details.

	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 To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, questions 1 and 2 are answered "No" OR if Part III-A, question 3 is answered "Yes." See Schedule C instructions for details.

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).		
a Current year	2a	
c Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
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 (line 2c total minus 3 and 4)	5	

Part 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 1i.

Also, complete this part for any additional information

Part IV **Supplemental Information** (continued)

SCHEDULE D
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**▶ **Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.**

OMB No 1545-0047

2008**Open to Public Inspection**

Name of the organization

Employer identification number

BICYCLE TRANSPORTATION ALLIANCE**93-1057956****Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No		
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? ☐ Yes ☐ No		

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

☐ Preservation of land for public use (e.g., recreation or pleasure)	☐ Preservation of an historically important land area
☐ Protection of natural habitat	☐ Preservation of certified historic structure
☐ Preservation of open space	

2 Complete lines 2a-2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year
2a Total number of conservation easements	
2b Total acreage restricted by conservation easements	
2c Number of conservation easements on a certified historic structure included in (a)	
2d Number of conservation easements included in (c) acquired after 8/17/06	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶ _ _ _ _ _

4 Number of states where property subject to conservation easement is located ▶ _ _ _ _ _

5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶ _ _ _ _ _

7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ▶ \$ _ _ _ _ _

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.

1b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenues included in Form 990, Part VIII, line 1	▶ \$ _ _ _ _ _
(ii) Assets included in Form 990, Part X	▶ \$ _ _ _ _ _

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items:

Revenues included in Form 990, Part VIII, line 1	▶ \$ _ _ _ _ _
Assets included in Form 990, Part X	▶ \$ _ _ _ _ _

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a ☐ Public exhibition
 b ☐ Scholarly research
 c ☐ Preservation for future generations
 d ☐ Loan or exchange programs
 e ☐ Other _____

- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Trust, Escrow and Custodial Arrangements. Complete if organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

- b If "Yes," explain the arrangement in Part XIV and complete the following table:

- c Beginning balance
 d Additions during the year
 e Distributions during the year
 f Ending balance

	Amount
1c	
1d	
1e	
1f	

- 2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

- b If "Yes," explain the arrangement in Part XIV

Part V Endowment Funds. Complete if organization answered "Yes" to Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years 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 year end balance held as

- a Board designated or quasi-endowment ☐ _____ %
 b Permanent endowment ☐ _____ %
 c Term endowment ☐ _____ %

- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) unrelated organizations
 (ii) related organizations

- b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		
3a(ii)		
3b		

- 4 Describe in Part XIV the intended uses of the organization's endowment funds.

Part VI Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other		109,614	78,891	30,723
Total. Add lines 1a–1e. (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				30,723

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other _____		

Total. (Column (b) should equal Form 990, Part X, col. (B) line 12.) ►		

Part VIII Investments—Program Related. See Form 990, Part X, line 13.

[illegible]

Part IX Other Assets. See Form 990, Part X, line 15.

[illegible]

Part X Other Liabilities. See Form 990, Part X, line 25.

(a) Description of liability	(b) Amount
Federal income taxes	
ACCRUED VACATIONS	31,753
LOCKER DEPOSITS	
Total. (Column (b) should equal Form 990, Part X, col. (B) line 25.)	31,753

In F-art 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.

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	1,376,577
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	1,469,086
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	-92,509
4	Net unrealized gains (losses) on investments	4	
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	
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	-92,509

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements	1	1,376,577
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
3	Net unrealized gains on investments	2a	
4	Donated services and use of facilities	2b	
5	Recoveries of prior year grants	2c	
6	Other (Describe in Part XIV)	2d	
7	Add lines 2a through 2d	2e	
8	Subtract line 2e from line 1	3	1,376,577
9	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
10	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
11	Other (Describe in Part XIV)	4b	
12	Add lines 4a and 4b	4c	
13	Total revenue. Add lines 3 and 4c. (This should equal Form 990, Part 1, line 12.)	5	1,376,577

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	1,469,086
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
3	Donated services and use of facilities	2a	
4	Prior year adjustments	2b	
5	Losses reported on Form 990, Part IX, line 25	2c	
6	Other (Describe in Part XIV)	2d	
7	Add lines 2a through 2d	2e	
8	Subtract line 2e from line 1	3	1,469,086
9	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
10	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
11	Other (Describe in Part XIV)	4b	
12	Add lines 4a and 4b	4c	
13	Total expenses. Add lines 3 and 4c. (This should equal Form 990, Part I, line 18.)	5	1,469,086

Part XIV Supplemental Information

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

Part XIV Supplemental Information (continued)

Area for supplemental information with horizontal dashed lines.

Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than \$5,000.

		(a) Event #1 ALICE B TOECLIP (event type)	(b) Event #2 (event type)	(c) Other Events NONE (total number)	(d) Total Events (Add col (a) through col (c))
Revenue	1 Gross receipts	103,035			103,035
	2 Less. Charitable contributions	59,505			59,505
	3 Gross revenue (line 1 minus line 2)	43,530			43,530
	4 Cash prizes				
Direct Expenses	5 Non-cash prizes				
	6 Rent/facility costs				
	7 Other direct expenses	43,530			43,530
	8 Direct expense summary Add lines 4 through 7 in column (d)				43,530
	9 Net income summary. Combine lines 3 and 8 in column (d)				

Part III Gaming. Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col (a) through col (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Non-cash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes % ☐ No	☐ Yes % ☐ No	☐ Yes % ☐ No	
7 Direct expense summary Add lines 2 through 5 in column (d)					
8 Net gaming income summary Combine lines 1 and 7 in column (d)					

- 9 Enter the state(s) in which the organization operates gaming activities:
- i. Is the organization licensed to operate gaming activities in each of these states?
- l. If "No," Explain

- 10 Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year?
- l. If "Yes," Explain:

- 11 Does the organization operate gaming activities with nonmembers?
- 12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?

	Yes	No
9a		
10a		
11		
12		

13 Indicate the percentage of gaming activity operated in:

- ☐ The organization's facility
- ☐ An outside facility

		Yes	No
13a	%		
13b	%		

14 Provide the name and address of the person who prepares the organization's gaming/special events books and records.

Name ►

Address ►

15 Does the organization have a contract with a third party from whom the organization receives gaming revenue?

- ☐ If "Yes," enter the amount of gaming revenue received by the organization ► \$ and the amount of gaming revenue retained by the third party ► \$
- ☐ If "Yes," enter name and address:

Name ►

Address ►

16 Gaming manager information:

Name ►

Gaming manager compensation ► \$

Description of services provided ►

☐ Director/officer
☐ Employee
☐ Independent contractor
17 Mandatory distributions:

- ☐ Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?
- ☐ Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$

15a**17a**

Part III Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" on Form 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) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance

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

3. THERE ARE TWO CLAIM PERIODS AT THE END OF WHICH ENFORCEMENT AGENCIES
SUBMIT A SIGNED CLAIM ACCOMPANIED BY AN ACTIVITY REPORT ON ACTIONS
CONDUCTED AS WELL AS PRESS RELEASES AND MEDIA RECEIVED.

**SCHEDULE M
(Form 990)****NonCash Contributions**

OMB No 1545-0047

2008**Open To Public
Inspection**

► To be completed by organizations that answered "Yes"
on Form 990, Part IV, lines 29 or 30.

► Attach to Form 990.

Department of the Treasury
Internal Revenue Service

Name of the organization

BICYCLE TRANSPORTATION ALLIANCEEmployer identification number
93-1057956**Part I Types of Property**

	(a) Check if applicable	(b) Number of Contributions	(c) Revenues reported on Form 990, Part VIII, line 1g	(d) Method of determining revenues
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution (historic structures)				
14 Qualified conservation contribution (other)				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ► (PRINTING)	X	3	40,352	FAIR MARKET VALUE
26 Other ► (SUPPLIES)	X	34	11,570	FAIR MARKET VALUE
27 Other ► (ADVERTISING)	X	2	56,075	FAIR MARKET VALUE
28 Other ► ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement

29

30: During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?

32: Does the organization hire or use third parties or related organizations to solicit, process, or sell non-cash contributions?

t If "Yes," describe in Part II

33 If the organization did not report revenues in column (c) for a type of property for which column (a) is checked, describe in Part II

Yes No

30a		X
31		X
32a		X

Part II **Supplemental Information.** Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

SCHEDULE O
(Form 990)Department of the Treasury
Internal Revenue Service

Name of the organization

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No. 1545-0047

2008Open to Public
Inspection**BICYCLE TRANSPORTATION ALLIANCE**Employer identification number
93-1057956**AMENDED RETURN EXPLANATION**

**PART IV, SECTION A, OFFICERS DIRECTORS, TRUSTEES, KEY EMPLOYEES, AND
HIGHEST COMPENSATED EMPLOYEES.**

**THE LIST OF INDIVIDUAL TRUSTEES OR DIRECTORS IS CORRECTED ON THIS AMENDED
RETURN TO MATCH THE LIST OF DIRECTORS AT THE END OF THE TAX YEAR.**

FORM 990, PART III, LINE 4A - FIRST ACHIEVEMENT
TEACHES 51,000 CHILDREN EACH YEAR A COMPREHENSIVE BICYCLE
SAFETY PROGRAM IN CLASSES THROUGHOUT OREGON.

WALK & BIKE/SAFER ROUTES TO SCHOOL CURRICULUM. UNDER A
CONTRACTUAL AGREEMENT WITH THE OREGON DEPARTMENT OF
TRANSPORTATION, THE BTA PROVIDES CURRICULUM DEVELOPMENT
SERVICES AND EXPERT MENTORING FOR COMMUNITIES THROUGHOUT
OREGON.

PEDESTRIAN SAFETY EDUCATION & TRAINING. UNDER A
CONTRACTUAL AGREEMENT WITH THE OREGON DEPARTMENT OF
TRANSPORTATION, THE BTA DISTRIBUTES UP TO \$87,000 AS PART
OF A MINI-GRANT PROGRAM TO POLICE DEPARTMENTS ACROSS
OREGON TO SUPPORT PEDESTRIAN ENFORCEMENT ACTIONS.

FORM 990, PART III, LINE 4B - SECOND ACHIEVEMENT
COMMUNITY MEMBERS AND BUSINESSES.

Name of the organization

BICYCLE TRANSPORTATION ALLIANCE

Employer identification number

93-1057956

THE BTA ADVOCATES AT THE METRO REGIONAL LEVEL FOR
BICYCLING FINANCING, HIGH QUALITY PLANNING GUIDELINES, AND
GROW THE BICYCLE TRAIL NETWORK.

THE BTA CONDUCTS A BICYCLE BOULEVARD CAMPAIGN TO INCREASE
THE NUMBER OF LOW-TRAFFIC BICYCLE FACILITIES IN THE CITY
OF PORTLAND AND TO WORK WITH COMMUNITIES STATEWIDE TO
DEVELOP BOULEVARD PROPOSALS.

THE BTA WORKS WITH INSTITUTIONS AND AGENCIES TO DEVELOP
INNOVATIVE BICYCLE PROJECTS AND RESEARCH PROGRAMS.

FORM 990, PART VI, LINE 2 - RELATED PARTY INFORMATION AMONG OFFICERS

MARY ROBERTS	BIKE GALLERY
BOARD CHAIR	DIRECTOR
BUSINESS RELATIONSHIP	

MARY ROBERTS	ALTA PLANNING
BOARD CHAIR	DIRECTOR
BUSINESS RELATIONSHIP	

FORM 990, PART VI, LINE 6 - CLASSES OF MEMBERS OR STOCKHOLDERS

THE BICYCLE TRANSPORTATION ALLIANCE IS GOVERNED BY A VOLUNTEER BOARD OF
DIRECTORS, ELECTED BY OUR MEMBERS EACH OCTOBER. THE BOARD ESTABLISHES AND
MONITORS MAJOR POLICY DIRECTION, OVERSEES THE FINANCES AND HELPS SECURE
RESOURCES FOR THE ORGANIZATION, AND WORKS IN COOPERATION WITH THE STAFF TO

Name of the organization

BICYCLE TRANSPORTATION ALLIANCE

Employer identification number

93-1057956

FULFILL THE BTA'S GOALS. ALL MEMBERSHIP DONATIONS ARE TAX DEDUCTIBLE, AS NO SIGNIFICANT SERVICES ARE RECEIVED IN EXCHANGE.

FORM 990, PART VI, LINE 7A - ELECTION OF MEMBERS AND THEIR RIGHTS

THE BICYCLE TRANSPORTATION ALLIANCE IS GOVERNED BY A VOLUNTEER BOARD OF DIRECTORS, ELECTED BY OUR MEMBERS EACH OCTOBER. THE BOARD ESTABLISHES AND MONITORS MAJOR POLICY DIRECTION, OVERSEES THE FINANCES AND HELPS SECURE RESOURCES FOR THE ORGANIZATION, AND WORKS IN COOPERATION WITH THE STAFF TO FULFILL THE BTA'S GOALS.

FORM 990, PART VI, LINE 10 - ORGANIZATION'S PROCESS USED TO REVIEW FORM 990

FINANCE, DEVELOPMENT AND EXECUTIVE DIRECTORS REVIEW THE COMPLETED DRAFT ALONG WITH THE EXECUTIVE AND FINANCIE COMMITTEES; COMMITTEE MEMBERS ALSO PROVIDE FEEDBACK; DISCUSSIONS ARE ALSO HELD WITH VICE PRESIDENT.

FORM 990, PART VI, LINE 12C - ENFORCEMENT OF CONFLICTS POLICY

THE CONFLICT OF INTEREST POLICY COVERS THE BOARD OF DIRECTORS. WHEN ANY MEMBER OF THE BOARD PERCEIVES A CONFLICT OF INTEREST ARISING FROM ANY MEMBER OF THE BOARD THE AFFECTED DIRECTOR EXCUSES HIM OR HERSELF FROM PARTICIPATING IN THE BOARD'S DELIBERATIONS ON THE MATTER WHICH IS THE SOURCE OF THE REAL OR POTENTIAL CONFLICT OF INTEREST. WHEN IT IS APPROPRIATE THE AFFECTED DIRECTOR WILL DECLARE PUBLICLY THAT THEY ARE NOT REPRESENTING THE INTEREST OR PERSPECTIVES OF THE BICYCLE TRANSPORTATION ALLIANCE IN THE MATTER IN WHICH THEY ARE REPRESENTING THEIR OWN, OR THEIR CLIENT'S INTEREST.

IT IS MONITORED THROUGH SELF AWARENESS WHEN DISCUSSING ALL ISSUES AND

Name of the organization

BICYCLE TRANSPORTATION ALLIANCE

Employer identification number

93-1057956

PROGRAMS.

FORM 990, PART VI, LINE 15A - COMPENSATION PROCESS FOR TOP OFFICIAL
THE BOARD OBTAINS A SALARY SURVEY. BOARD SETS THE EXECUTIVE DIRECTOR'S
WAGES. EXECUTIVE DIRECTOR SETS THE MANAGEMENT SALARIES BASED ON PERFORMANCE
REVIEW, SALARY SURVEY AND THE ORGANIZATION'S RELATION IN COMPARISON TO THE
SALARY SURVEY.

FORM 990, PART VI, LINE 15B - COMPENSATION PROCESS FOR OFFICERS
THE BOARD OBTAINS A SALARY SURVEY. BOARD SETS THE EXECUTIVE DIRECTOR'S
WAGES WITHIN PARAMETERS OF SALARY SURVEY INFORMATION OBTAINED. EXECUTIVE
DIRECTOR SETS THE MANAGEMENT SALARIES BASED ON PERFORMANCE REVIEW, SALARY
SURVEY AND THE ORGANIZATION'S RELATION IN COMPARISON TO THE SALARY SURVEY.

FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOSURE EXPLANATION
FINANCIAL STATEMENTS AND AVAILABLE THROUGH THE ORGANIZATION'S WEBSITE.
ANNUAL REPORTS, CONFLICT OF INTEREST POLICY AND OTHER SPECIFIC DOCUMENTS
ARE AVAILABLE THROUGH THE FINANCE OFFICE.