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DLN: 93493137040400

**Return of Organization Exempt From Income Tax** 

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

benefit trust or private foundation)

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

OMB No 1545-0047

2008

Open to Public Inspection

Form **990** 

Department of the Treasury Internal Revenue Service

A Fo	r the 2	2008 ca	lendar yea	r, or tax year beginning 07-(	01-2008 and ending 06-3	0-2009			
<b>B</b> Che	eck if a	pplicable	Please	C Name of organization PRIDE Industries				D Employer ide	entification number
☐ Add	Iress ch	ange	use IRS label or					94-165052 E Telephone nu	
☐ Nar	ne chai	nge	print or	Doing Business As				E Telephone ni	Imber
┌ Init	ıal retui	rn	type. See Specific	Number and street (or P O bo	x if mail is not delivered to stree	t address)	Room/suite	(916) 788-	
┌ <sub>Ter</sub>	mınatıo	n	Instruc- tions.	PO Box 1200	N II Mail is not a silvered to silve		rtoom, baito	G Gross receipt	<b>ts</b> \$ 125,043,633
Am	ended i	return		City or town, state or country,	and 7IP + 4				
_				Rocklin, CA 95677	and En 1 4				
i Abi	лісаціон	pending							
				ne and address of Principal I Ziegler	Officer			s a group return	
			PO Box	-			affiliat	tes?	⊢Yes <b>∨</b> No
				,CA 95677		,	H(b) Are all	affiliates include	ed?
<b>I</b> Ta	x-exem	pt status	<b>▽</b> 501(c)	) (3) ◀ (insert no )	)(1) or		(If"N	o," attach a lıst	See instructions )
J W	eb sit	e: 🕨 www	v prideindu	stries com		۱ ا	H(c) Grou	p Exemption Nu	mber 🟲
<b>K</b> Typ	e of org	janization	Corporat	ion trust association oth	er <b>►</b>		<b>L</b> Year of For	mation 1966 <b>M</b>	State of legal domicile CA
Pa	rt I	Sumi	marv						
	1			e organization's mission or i	most significant activities				
e		To crea	te jobs for	people with disabilities					
Ĕ									
Ē									
Governance	2	Checkt	hıs box 🦵	ıf the organızatıon dıscontın	ued its operations or dispo	osed of m	nore than 2	5% of its asset	S
	3	Number	of voting r	nembers of the governing bo	ody (Part VI, line 1a) .			3 _	14
නර ග	4	Number	ofindepen	dent voting members of the	governing body (Part VI, I	lıne 1b)		. 4 _	14
Activities &	5	Total nu	ımber of en	nployees (Part V , line 2a)				5 _	4,897
Æ	6	Total nu	ımber of vo	lunteers (estimate if neces:	sary)			6 _	14
ď	7a	Total gr	oss unrela	ted business revenue from f	Part VIII, line 12, column (	(C) .		7a _	0
	b	Net unr	elated busi	ness taxable income from F	orm 990-T, line 34			7b	0
							Prio	r Year	Current Year
_	8	Contri	butions and	d grants (Part VIII, line 1h)				220,937	3,637,044
흹	9	Progra	m service	revenue (Part VIII, line 2g)				116,860,558	120,631,326
Revenu	10	Invest	ment incor	ne (Part VIII, column (A), li	nes 3, 4, and 7d)			95,508	89,005
#	11	Other	revenue (P	art VIII, column (A), lines !	5, 6d, 8c, 9c, 10c, and 11e	≘)		185,342	685,356
	12		evenue—a	dd lines 8 through 11 (must	equal Part VIII, column (A	A), line		117,362,345	125,042,731
	13	12)	and cimils	ar amounts paid (Part IX, co	lumn (A.) lungs 1 – 2.)			117,302,343	3,681,045
	14			or for members (Part IX, colu					3,081,043
	15		•	ompensation, employee ben		linas 5-			
\$	15	10)	es, other co	ompensation, employee bein	ents (Part IX, Column (A), i	illies 5-		64,407,837	71,952,679
Expenses	16a	Profes	sional fund	raising fees (Part IX, colum	n (A ), line 11e)				85,300
춫	ь	(Total fu	ındraisina exi	penses, Part IX, column (D), line 2	25 85,300 )				
Ш	17			[Part IX, column (A), lines 1				71,810,799	47,710,755
	18			add lines 13–17 (must equ	•	(A))		136,218,636	123,429,779
	19			penses Subtract line 18 from		C - //		-18,856,291	1,612,952
88			1					ng of Year	End of Year
<b>8</b> 8	20	Total =	ssets (Dar	t X, line 16)				40,352,692	34,764,507
85 B	21								
Net Assets or Fund Balances			•	Part X, line 26)	I from luce 20			43,522,547	36,321,410
	22			d balances Subtract line 2:	t from line 20			-3,169,855	-1,556,903
Pal	t II		ature Blo	DCK :rjury, I declare that I have exami	ned this return including assessmen	anuna sal	andulas and st	tatamanta and to t	he heat of my knowledge
				correct, and complete Declaration					
Plea		****					2010-	05-14	
Sign		Signa	ature of office	er			Date		
Here	2	Tim '	Yamauchı CF	0					
		Туре	or print nam	e and title					
		Preparer'			Date		ck if	Preparer's PTIN	(See Gen Inst )
Paid		signature	TRACY	'S PAGLIA		self- emp	polyed 🕨 🦵		
	arer's	Firm's na	ame (or yours	s 👠 Moss Adams LLP				1	
Use (		ıf self-en		3121 W March Ln Suite 100				EIN Þ	
	-	audicss,	and ZIF T 4					Phone no ▶ (2	09) 955-6100
M -	he IP	<u>ا</u>	a +b.c '	Stockton, CA 95242	houg2 /Caa imateuri (1992)				<u>,                                      </u>
тау 1	.ne IK:	uiscus د	s mis retu	rn with the preparer shown a	inover (See instructions)				▼Yes 「No

## Form 990 (2008) Page 2 Part III Statement of Program Service Accomplishments (See the instructions.) Briefly describe the organization's mission To create jobs for people with disabilities Did the organization undertake any significant program services during the year which were not listed on ┌ Yes ┌ No the prior Form 990 or 990-EZ? . . . . . If "Yes," describe these new services on Schedule O Did the organization cease conducting or make significant changes in how it conducts any program ☐ 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 (4) organizations and 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 112,075,726 including grants of \$ (Code ) (Expenses \$ 3,681,045 ) (Revenue \$ 120,631,326) 4a The organization was established (1) To provide opportunities for people with disabilities through employment, training, evaluation and education, (2) To provide ongoing remunerative vocational training and employment options, both work-center based and community based, to individuals who might not otherwise have the opportunity to remain successfully employed, (3) To provide a wide range of services in order to benefit individuals with widely varying needs and abilities, provide a continuum of services that will progressively challenge individuals in the least restrictive environment and afford individuals time options, choices, dignity, purpose and a sense of accomplishment (Code ) (Expenses \$ including grants of \$ ) (Revenue \$ (Code ) (Expenses \$ including grants of \$ ) (Revenue \$

Part IV	Checklist of	Required	<b>Schedules</b>

			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	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors? 🕏	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		Νo
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? If "Yes," complete Schedule C,	4	Yes	
5	Section $501(c)(4)$ , $501(c)(5)$ , and $501(c)(6)$ organizations. Is the organization subject to the section $6033(e)$ notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5		
6	Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I.	6		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? If "Yes," complete Schedule D, Part IV	9		No
10	<u></u> i	10		
	Did the organization hold assets in term, permanent,or quasi-endowments? If "Yes," complete Schedule D, Part V	10		No
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VIII, IX, or X as applicable	11	Yes	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII .	12		No
13	Is the organization a school as 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 U S ?	14a		Νo
b	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 $I$	14b		Νο
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? <i>If "Yes," complete Schedule F, Part II</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 United States? If "Yes," complete Schedule F, Part III	16		Νο
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I	17	Yes	
18	Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		No
19	Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		No
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		Νο
21	Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	Yes	
22	Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		Νο
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J	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? If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25	24a		No
ь	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	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?	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		No
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		No

### 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			
а	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part			
		28a		Νo
b	Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV	28b		Νo
С	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV.	28c		Νo
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</i> "Yes," complete Schedule M	30		Νo
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Νo
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If</i> "Yes," complete Schedule N, Part II	32		Νo
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		Νo
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		No
36	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		Νο
37	Did the organization conduct more than 5 percent 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

Pai	t V Statements Regarding Other IRS Filings and Tax Compliance	:e				
					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	292			
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	1b	О			
c	Did the organization comply with backup withholding rules for reportable payments t	o ven	dors 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	4,897			
b	If at least one is reported in 2a, did the organization file all required federal employs  Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file thi			2b	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during					
	return?	• •		3a		No
	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Sch At any time during the calendar year, did the organization have an interest in, or a s			3b		
4a	over, a financial account in a foreign country (such as a bank account, securities acacount)?	_	•	4a		No
b	If "Yes," enter the name of the foreign country					
	See the instructions for exceptions and filing requirements for <b>Form TD F 90-22.1</b> , <i>Re Financial Accounts</i> .	eport o	f Foreign Bank and			
5a	Was the organization a party to a prohibited tax shelter transaction at any time duri	ng the	tax year?	5a		Νo
b	Did any taxable party notify the organization that it was or is a party to a prohibited	tax sh	nelter transaction?	5b		Νo
c	If "Yes," to 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exemp	t Entit	ty Regarding Prohibited	-		
<b>c</b> -	Tax Shelter Transaction?	•		5c		N. a
6a	Did the organization solicit any contributions that were not tax deductible?			6a		No
D	If "Yes," did the organization include with every solicitation an express statement the were not tax deductible?		· · · · · ·	6b		
7	Organizations that may receive deductible contributions under section 170(c).					
а	Did the organization provide goods or services in exchange for any quid pro quo commore $^{\circ}$	itributi	ion of \$75 or	7a		No
b	If "Yes," did the organization notify the donor of the value of the goods or services ${\sf p}$	rovide	d?	7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal prope	rty for	which it was required to	<b>-</b> -		N
له.	file Form 8282?	7d		7c		No
u	If "Yes," indicate the number of Forms 8282 filed during the year	_ /u				
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay benefit contract?	prem	nums on a personal	7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a pers	onal b	enefit contract?	7f		No
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 f	ile a F	orm 1098-C as			
	required?			7h		
8	Section $501(c)(3)$ and other sponsoring organizations maintaining donor advised funds a supporting organizations. Did the supporting organization, or a fund maintained by a excess business holdings at any time during the			8		
9	year?					
	Did the organization make any taxable distributions under section 4966?			9a		
	Did the organization make a distribution to a donor, donor advisor, or related person			9a 9b		
10	Section 501(c)(7) organizations. Enter	•		70		
	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 facilities	10b				
11	Section 501(c)(12) organizations Enter					
	Gross income from members or shareholders					
J.	Gross income from other courses (Do not not amounts due amount de attention	11a				
D	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them )	11b				
47-			of Form 10412	43-		
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 ii If "Yes," enter the amount of tax-exempt interest received or accrued during the	ineu ( 	orrm 1041/   	12a		
D	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 <i>I</i>	A. Governi	ing Body	and	<u>Management</u>	1

			Yes	No
	For each "Yes" response to lines 2-7 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 14			
b	Enter the number of voting members that are independent 14			
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	Yes	
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		Νo
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		Νo
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		Νo
6	Does the organization have members or stockholders?	6		Νo
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		No
ь	Are any decisions of the governing body subject to approval by members, stockholders, or other persons? $\cdot$ $\cdot$	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	
ь	each committee with authority to act on behalf of the governing body?	8b		No
9a	Does the organization have local chapters, branches, or affiliates?	9a		No
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?	9b		
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	10	Yes	
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	11		Νο

#### Section B. Policies

			Yes	No
12a	Does the organization have a written conflict of interest policy? If "No", go to line 13 $\cdot$ .	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	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		Νo
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	
b	Other officers or key employees of the organization?	15b	Yes	
	Describe the process in Schedule O			
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		Νo
b	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		

#### Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed CA
- 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 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 Jeff Dern

PO Box 1200 Rocklin, CA 95677

## 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

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

- \* List all of the organization's **current** officers, directors, trustees (whether individuals or organizations) and key employees 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, 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

The check this box in the organization and i	·	Posit	(C	) chec	:k al				(E)	(F)
(A) Name and Title	(B) Average hours per week	Individual Trustee or Chrector	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations
							_			

### Part VII Continued

			(tion that a			all			(E)	(F)
<b>(A)</b> Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations
			1							
							<u> </u>			
		-					$\vdash$			
				$\vdash$			$\vdash$			
1b Total							<b> -</b>	2,139,823	3	117,046

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization ►26

			Yes	No
3	Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3		Νο
4	For any individual listed online 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			
	ındıvıdual	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		Νο

### **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
Blue Cross of California PO Box 60000 File 2953 San Francisco, CA 94160	Insurance provider	4,515,857
Kaiser Foundation Health Plan PO BOX 60000 San Francisco, CA 94160	Insurance provider	4,310,667
Volt File 53102 Los Angeles, CA 90074	Temporary labor services	791,338
Premier Access Insurance Co - Claims 8890 Cal Center Drive Sacramento, CA 95826	Insurance provider	695,277
Nextstep Technology Inc PO Box 175 Morgan Hill, CA 95038	Computer Software Consulting	675,296
2 Total number of independent contractors (including those in 1) where the organization	· · · · · · · · · · · · · · · · · · ·	47

## Statement of Revenue

				(A) Total Revenue	<b>(B)</b> Related or Exempt Function Revenue	<b>(C)</b> Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 514
	1a	Federated campaigns 1	a 6,411				
rant	ь	Membership dues 1					
Contributions, gifts, grants and other similar amounts	С	Fundraising events 1	c				
	d	Related organizations 1					
ins, sími	e	Government grants (contributions) 1					
er.	f	All other contributions, gifts, grants, and similar amounts not included above	342,300				
를 됐 당	g	<b>1</b> Noncash contributions included i					
Se		lines 1a-1f \$	-	3,637,044			
	h	Total (Add lines 1a-1f)	<u> </u>	3,037,044			
an	2a	Facility Services	Business Code 900,099	120,631,326	120,631,326		
wen	ь		_	120,001,000	220,002,020		
э. Ж	с						
9r vic	d						
ૐ E	e		_				
Program Serwoe Revenue	f	All other program service revenu	е				
Š	g	Total. Add lines 2a-2f					
	3	► \$ 120,631,326  Investment income (including div	vidends, interest				
		other similar amounts)		70,118			70,118
	4	Income from investment of tax-exempt	bond proceeds				
	5	Royalties					
		(ı) Real	(II) Personal				
	6a b	Gross Rents 4,370 Less rental	'				
	c	expenses Rental income 4,370	)				
	d	or (loss)  Net rental income or (loss)	<u> </u>	4,370			4,370
		(i) Securities	(II) O ther				
	7a	Gross amount	19,789				
		from sales of assets other than inventory					
	ь	Less cost or other basis and	902				
	c	sales expenses Gain or (loss)	18,887				
	d	Net gain or (loss)		18,887			18,887
	8a	Gross income from fundraising	<u>.</u>				
		events (not including					
i e		\$of contributions reported on line					
₽		1c) See Part IV, line 18 Attach Schedule G if total exceeds					
Other Revenue		\$15,000	a				
il er	b c	Less direct expenses					
Ö	9a		sing events ▶				
	<i>3</i> a	Gross income from gaming activities See part IV, line 19					
		Complete Schedule G If total exceeds \$15,000					
			a				
	b c	Less direct expenses					
			<u> </u>				
	10a	Gross sales of inventory, less returns and allowances					
			a				
	b c	Less cost of goods sold   Net income or (loss) from sales o					
		Miscellaneous Revenue	Business Code				
	11a	Misc Income	900,099	680,986			680,986
	b		_				
	С		_				
	d	All other revenue  Total. Add lines 11a-11d					
	е 		\$ 680,986				
	12	<b>Total Revenue.</b> Add lines 1h, 2g, 8c,	3, 4, 5, 6d, 7d,	125,042,731	120,631,326	0	774,361
		9c, 10c, and 11e	▶				

### Part IX Statement of Functional Expenses

A	Section 501(c)(3) and 501(c)(4) org Il other organizations must complete column (A) but are not r	anizations mu equired to com	plete columns (	all columns. (B), (C), and (D)	
Do r	not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	<b>(B)</b> Program service expenses	(C) Management and general expenses	<b>(D)</b> Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	3,681,045	3,681,045		
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	536,282	482,654	53,628	
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	54,778,831	49,870,285		
8	Pension plan contributions (include section $401(k)$ and section $403(b)$ employer contributions)	131,285		131,285	
9	Other employee benefits	9,655,005	9,123,617	531,388	
10	Payroll taxes	6,851,276	6,256,313	594,963	
11	Fees for services (non-employees)				
а	Management				
b	Legal	239,807	1,552	238,255	
c	Accounting	240,124		240,124	
d	Lobbying	11,658	11,658		
e	Professional fundraising See Part IV, line 17	85,300			85,300
f	Investment management fees				
g	Other	1,589,059	99,600	1,489,459	
12	Advertising and promotion	211,644	211,644		
13	Office expenses	22,067,614	21,520,040	547,574	
14	Information technology	408,822	152,971	255,851	
15	Royalties				
16	Occupancy	4,180,530	3,643,744	536,786	
17	Travel	1,328,190	1,275,106	53,084	
18	Payments of travel or entertainment expenses for any Federal, state or local public officials				
19	Conferences, conventions and meetings	43,935	33,463	10,472	
20	Interest	602,536	49,269	553,267	
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	1,960,367	1,715,596	244,771	
23	Insurance	426,415	147,915	278,500	
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	Contract Labor	8,604,012	8,321,315	282,697	
ь	Commissions	3,300,091	3,300,091		
С	A uto expense	1,669,421	1,655,234	14,187	
d	Employee Recruitment	458,499	303,436	155,063	
e	Employee Training	249,719	122,327	127,392	
f	All other expenses	118,312	96,851	21,461	
25	Total functional expenses. Add lines 1 through 24f	123,429,779	112,075,726	11,268,753	85,300
26	Joint Costs. Check I 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	Shoot
	Balance	Sneer

					(A) Beginning of year		(B) End of year
	1	Cash—non-interest-bearing			Degining of year	1	270,635
	2	Savings and temporary cash investments			197,479	2	750,313
	3	Pledges and grants receivable, net				3	,
	4	Accounts receivable, net		28,445,889	4	20,907,908	
	5	Receivables from current and former officers, directors, trustees other related parties Complete Part II of Schedule L	, key emį	oloyees or		5	
	6	Receivables from other disqualified persons (as defined under sepersons described in section 4958(c)(3)(B) Complete Part II of	ection 49			6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use			2,345,652	8	1,728,636
93	9	Prepaid expenses and deferred charges			651,062	9	653,771
Assets	10a	Land, buildings, and equipment cost basis	<sub>10a</sub>	21,378,383			
•	ь	Laca pagumulatad danraqiation Complete Part I/I of	104	21,370,303			
	"	Less accumulated depreciation <i>Complete Part VI of</i> Schedule D	10Ь	12,367,292	5,592,106	10c	9,011,091
	11	Investments—publicly traded securities		•		11	
	12	Investments—other securities See Part IV, line 11 Complete Pa Schedule D	ert VII of			12	
	13	Investments—program-related See Part IV, line 11 $\it Complete Part Second Second Part Seco$	art VIII			13	
	14	Intangible assets			14		
	15	Other assets See Part IV, line 11 Complete Part IX of Schedule D		3,120,504	15	1,442,153	
	16	Total assets. Add lines 1 through 15 (must equal line 34)			40,352,692	16	34,764,507
	17	Accounts payable and accrued expenses .			23,944,961	17	17,512,716
	18	Grants payable				18	
	19	Deferred revenue		7,798,639	19	7,247,511	
	20	Tax-exempt bond liabilities				20	
<u>. 6</u>	21	Escrow account liability Complete Part IV of Schedule D				21	
Liabilities	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified					
ä		persons Complete Part II of Schedule L				22	
	23	Secured mortgages and notes payable to unrelated third parties			11,261,372	23	10,827,380
	24	Unsecured notes and loans payable				24	
	25	Other liabilities Complete Part X of Schedule D		517,575	25	733,803	
	26	<b>Total liabilities.</b> Add lines 17 through 25			43,522,547	26	36,321,410
<b>У</b>		Organizations that follow SFAS 117, check here ► ↓ and comp through 29, and lines 33 and 34.	lete lines	27			
Balance	27	Unrestricted net assets			-3,169,855	27	-1,556,903
Ba	28	Temporarily restricted net assets				28	
돧	29	Permanently restricted net assets			29		
or Fund		Organizations that do not follow SFAS 117, check here ► an lines 30 through 34.	d complet	te			
<u>د</u>	30	Capital stock or trust principal, or current funds				30	
Assets	31	Paid-in or capital surplus, or land, building or equipment fund				31	
As	32	Retained earnings, endowment, accumulated income, or other fu	nds			32	
Net	33	Total net assets or fund balances			-3,169,855	33	-1,556,903
_	34	Total liabilities and net assets/fund balances			40,352,692	34	34,764,507
Pa	rt XI	Financial Statements and Reporting					

Dowl VI	Financial	Ctatamanta	and Reporting
7.11.5	l Financiai	Statements	and Reporting

			Yes	No
1	Accounting method used to prepare the Form 990			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		Νo
b	Were the organization's financial statements audited by an independent accountant?	2b		Νο
С	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?	2c		
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	Yes	
ь	If "Yes," did the organization undergo the required audit or audits?	3b	Yes	

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As Filed Data -

DLN: 93493137040400

Employer identification number

OMB No 1545-0047

### **SCHEDULE A** (Form 990 or 990EZ)

Department of the Treasury Internal Revenue Service

Name of the organization

## **Public Charity Status and Public Support**

To be completed by all section 501(c)(3) organizations and section 4947(a)(1)nonexempt charitable trusts. Attach to Form 990 or Form 990-EZ. See separate instructions.

Open to Public Inspection

PRIDE :	Indust	ries						0.4	165053	0		
Par	+ T	Reason	for Public C	harity Status (to be co	mnleted	hv all or	nanizatio		-165052 Instruct			
				ation because it is (Please	•				moduce	.101137		
1	Γ			urches, or association of ch					(A)(i).			
2		•	A school described in <b>Section 170(b)(1)(A)(ii).</b> (Attach Schedule E)									
3		A hospital or a cooperative hospital service organization described in <b>Section 170(b)(1)(A)(iii).</b> (Attach Schedule H)										
4	Г	A medical research organization operated in conjunction with a hospital described in Section 170(b)(1)(A)(iii). Enter the										
	•	hospital's name, city, and state										
5	Г	An organization operated for the benefit of a college or university owned or operated by a governmental unit described in										
		Section 17	D(b)(1)(A)(iv).	(Complete Part II )								
6	$\sqcap$			overnment or governmental	unıt descr	ıbed ın <b>Se</b>	ction 170	(b)(1)(A)	(v).			
7	Г	Anorganiz	ation that norma	ally receives a substantial p	art of its s	support fro	om a gove	rnmental u	ınıt or fror	n the gene	ral public	c
		_		o)(1)(A)(vi) (Complete Pari			_			_	·	
8	$\sqcap$	A commun	ty trust describ	ed in <b>Section 170(b)(1)(A)</b>	(vi) (Com	nplete Par	tII)					
9	굣	An organiza	ation that norma	ally receives (1) more than	331/3% 0	f its supp	ort from c	ontribution	ns, membe	ership fees	, and gro	SS
		receipts fro	m activities rel	ated to its exempt functions	s—subject	to certair	n exceptio	ns, and (2	) no more	than 331/	3% of	
		ıts support	from gross inve	stment income and unrelate	ed busines	s taxable	income (	less sectio	on 511 ta:	x) from bu	sinesses	
		acquired by	the organization	on after June 30, 1975 See	Section 5	09(a)(2).	(Complet	e Part III	)			
10	Γ	Anorganiz	atıon organızed	and operated exclusively to	test for p	ublic safe	ty See <b>S</b> e	ection 509(	<b>(a)(4).</b> (S	ee instruc	tions )	
11	Γ	An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See <b>Section 509(a)(3).</b> Chec the box that describes the type of supporting organization and complete lines 11e through 11h  a						.Check				
e	Γ	By checkin	g this box, I ce foundation man	Type II <b>c</b>   rtify that the organization is agers and other than one or	not contr	olled direc	tly or indi	rectly by o		re disquali	fied pers	ons
f				d a written determination fro	m the IRS	that it is	a Type I,	Type II o	r Type III	supportin	ig organiz	zatio <u>n,</u>
<i>a</i>		check this		as the organization accepted	d any gift.	or contrib	ution from	any of the				ı
g		following pe		as the organization accepted	u any gni	or contrib	ution non	i ally of the	;			
				r indirectly controls, either a	alone or to	gether wi	th person:	s describe	d ın (ıı)		Yes	No
		and (III) be	ow, the governi	ng body of the the supported	d organiza	tion?				11g(	(i)	
		(ii) a famıly	/ member of a p	erson described in (i) above	7					11g(	ii)	
		(iii) a 35%	controlled enti	ty of a person described in (	i) or (ii) al	bove?				11g(	iii)	
h		Provide the	following inform	nation about the organizatio	ns the org	janızatıon	supports				•	
		ame of oorted	(ii) EIN	(iii) Type of organization (described on lines 1-9		s the ation in	the orga	you notify anization		s the ation in	(vii) An supp	nount of ort?
C	) rgar	anization above or IRC section col (i) listed in (See Instructions)) your governing document?		verning		i) of your port?		organized US?				
	Yes No Yes No Yes		No	1								

Total

Part II	Support Schedule for Organizations Described in IRC 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.)

Pι	ıblic Support		, ,	,				
Cale	endar year (or fiscal year beginning in)	(a) 2004	<b>(b)</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	Tax revenues levied for the organization's							
	benefit and either paid to or expended on							
_	its behalf The value of services or facilities					<del> </del>		
3	furnished by a governmental unit to the							
	organization without charge							
4	Total. Add line 1-3					<u> </u>		
5	The portion of total contribution by each							
5	person (other than a government unit or							
	publicly supported organization) included							
	on line 1 that exceed 2% of the amount							
	shown on line 11, column							
	· (f)							
6	Public Support subtract line 5 from line							
	4							
	otal Support		1		T			
	endar year (or fiscal year beginning in)	(a) 2004	<b>(b)</b> 2005	(c) 2006	(d) 2007	(e) :	2008	(f) Total
7	A mounts from line 4							
8	Gross income from interest, dividends,							
	payments received on securities loans,							
	rents, royalties and income from similar							
_	sources							
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							
10	from the sale of capital assets (Explain in							
	Part IV )							
11	Total Support (Add lines 7 through 10)							
12	Gross receipts from related activities, etc	(See instructio	ns )		•	12		
13	First Five Years. If the Form 990 is for the	organization's f	irst second thu	d fourth or fifth	ntay vearas a F		3)	
	organization, check this box and <b>stop here</b>		mat, second, tim	u, rouren, or mer	rtax year as a s	/O1(C)(C	• •	<b>▶</b> □
								•
Co	omputation of Public Support Perc	entage						
14	Public Support Percentage for 2008 (line 6	5 column (f) dıvı	ded by line 11 c	olumn (f))		14		
15	Public Support Percentage for 2007 School	dule A , Part IV -	A, line 26f			15		
16a	33 1/3% Test - 2008. If the organization di	d not check the	box on line 13.	and line 14 is 3	3 1/3% or more.		this box	
	and <b>stop here.</b> The organization qualifies a				,			<b>▶</b> □
b	33 1/3% Test - 2007. If the organization d				15 is 33 1/3% d	r more,	check th	
	box and stop here. The organization qualifi	es as a publicly	supported orga	nızatıon				<b>▶</b> □
17a	10% Facts and Circumstances Test - 2008.							
	more, and if the organization meets the "fa		•					· —
	organization meets the "facts and circums							<b>►</b> □
Ь	10% Facts and Circumstances Test - 2007.							
	more, and if the organization meets the "fa		•					_
4.0	the organization meets the "facts and circu							n ▶
18	<b>Private Foundation.</b> If the organization did	not check the b	oux on line 13, 1	oa, 160, 1/a or	1/D, check this	oox an	u see	<b>▶</b> □
	ınstructions							F-1

### Support Schedule for Organizations Described in IRC 509(a)(2)

	(Complete only if you check							
	ction A. Public Support							
Cale	ndar year (or fiscal year beginning in)	(a) 2004	<b>(b)</b> 2005	(c) 2006	<b>(d)</b> 2007	(e)	2008	(f) Total
1	Gifts, grants, contributions, and	42.252.040	45 (46 396	F2 (90 270	74.051.050		22 202 240	200 022 012
	membership fees received (Do not	43,252,840	45,646,286	52,680,379	74,051,959		33,292,348	298,923,812
_	include any "unusual grants ") Gross receipts from admissions,							
2	merchandise sold or services performed,							
	or facilities furnished in any activity that	27,059,931	30,096,932	32,157,758	43,029,536	4	10,976,022	173,320,179
	is related to the organization's tax-	, ,	′ ′	, ,	, ,		, , , l	, ,
	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 <b>Total</b> Add lines 1-5	70,312,771	75,743,218	84,838,137	117,081,495	17	24,268,370	472,243,991
6	la de la companya de	70,512,771	73,743,210	04,030,137	117,001,433	12	24,200,370	472,243,331
7a	A mounts included on lines 1, 2, and 3							
_	received from disqualified persons Amounts included on lines 2 and 3							
D	received from other than disqualified							
	persons that exceed the greater of 1% of	14,987,802	18,022,002	21,521,210	27,019,380	2	24,374,265	105,924,659
	the total of lines 9, 10c, 11, and 12 for							
	the year or \$5,000							
С	Total of lines 7a and 7b	14,987,802	18,022,002	21,521,210	27,019,380	2	24,374,265	105,924,659
8	Public Support (Substract line 7c from							266 210 222
	line 6)							366,319,332
To	tal Support							
Cale	ndar year (or fiscal year beginning in)	(a) 2004	<b>(b)</b> 2005	(c) 2006	(d) 2007	(e)	2008	(f) Total
Calc	ildai yeai (oi liscai year begiillillig ili)	(a) 2007	(0) 2003			(-)		(.,
9	A mounts from line 6	70,312,771	75,743,218	84,838,137	117,081,495		24,268,370	
9								
	A mounts from line 6	70,312,771	75,743,218	84,838,137	117,081,495		24,268,370	472,243,991
9	A mounts from line 6 Gross income from interest, dividends,							
9	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	70,312,771	75,743,218	84,838,137	117,081,495		24,268,370	472,243,991
9	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less	70,312,771	75,743,218	84,838,137	117,081,495		24,268,370	472,243,991
9 10a	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses	70,312,771	75,743,218	84,838,137	117,081,495		24,268,370	472,243,991
9 10a b	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975	70,312,771 167,186	75,743,218 240,178	84,838,137 68,301	117,081,495 98,106		70,118	472,243,991 643,889
9 10a b	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b	70,312,771	75,743,218	84,838,137	117,081,495		24,268,370	472,243,991
9 10a b	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business	70,312,771 167,186	75,743,218 240,178	84,838,137 68,301	117,081,495 98,106		70,118	472,243,991 643,889
9 10a b	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b,	70,312,771 167,186	75,743,218 240,178	84,838,137 68,301	117,081,495 98,106		70,118	472,243,991 643,889
9 10a b	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly	70,312,771 167,186	75,743,218 240,178	84,838,137 68,301	117,081,495 98,106		70,118	472,243,991 643,889
9 10a b c 11	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on	70,312,771 167,186	75,743,218 240,178	84,838,137 68,301	117,081,495 98,106		70,118	472,243,991 643,889
9 10a b	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss	70,312,771 167,186	75,743,218 240,178	84,838,137 68,301	117,081,495 98,106		70,118	472,243,991 643,889
9 10a b c 11	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on	70,312,771 167,186 167,186	75,743,218 240,178 240,178	68,301 68,301	98,106 98,106		70,118	472,243,991 643,889 643,889
9 10a b c 11	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets	70,312,771 167,186 167,186	75,743,218 240,178 240,178	68,301 68,301	98,106 98,106		70,118	472,243,991 643,889 643,889 1,708,699
9 10a b c 11	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total Support (Add lines 9, 10c, 11 and 12)	70,312,771 167,186 167,186 244,661	75,743,218 240,178 240,178 314,996	68,301 68,301 278,344	98,106 98,106 98,106	12	70,118 70,118 685,356	472,243,991 643,889 643,889 1,708,699 474,596,579
9 10a b c 11	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total Support (Add lines 9, 10c, 11 and 12) First Five Years If the Form 990 is for the o	70,312,771 167,186 167,186 244,661	75,743,218 240,178 240,178 314,996	68,301 68,301 278,344	98,106 98,106 98,106	12	70,118 70,118 685,356	472,243,991 643,889 643,889 1,708,699 474,596,579
9 10a b c 11	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total Support (Add lines 9, 10c, 11 and 12)	70,312,771 167,186 167,186 244,661	75,743,218 240,178 240,178 314,996	68,301 68,301 278,344	98,106 98,106 98,106	12	70,118 70,118 685,356	472,243,991 643,889 643,889 1,708,699 474,596,579
9 10a b c 11 12 13 14	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total Support (Add lines 9, 10c, 11 and 12) First Five Years If the Form 990 is for the ocheck this box and stop here	70,312,771 167,186 167,186 244,661 rganization's fire	75,743,218 240,178 240,178 314,996	68,301 68,301 278,344	98,106 98,106 98,106	12	70,118 70,118 685,356	472,243,991 643,889 643,889 1,708,699 474,596,579
9 10a b c 11 12 13 14	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total Support (Add lines 9, 10c, 11 and 12) First Five Years If the Form 990 is for the ocheck this box and stop here	70,312,771 167,186 167,186 244,661 rganization's fire	75,743,218 240,178 240,178 314,996 st, second, third	68,301 68,301 278,344 , fourth, or fifth	98,106 98,106 98,106	12	70,118 70,118 685,356	472,243,991 643,889 643,889 1,708,699 474,596,579
9 10a b c 11 12 13 14	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total Support (Add lines 9, 10c, 11 and 12) First Five Years If the Form 990 is for the ocheck this box and stop here	70,312,771 167,186 167,186 244,661 rganization's fire	75,743,218 240,178 240,178 314,996 st, second, third	68,301 68,301 278,344 , fourth, or fifth	98,106 98,106 98,106	12	70,118 70,118 685,356	472,243,991 643,889 643,889 1,708,699 474,596,579
9 10a b c 11 12 13 14	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total Support (Add lines 9, 10c, 11 and 12) First Five Years If the Form 990 is for the ocheck this box and stop here	70,312,771 167,186 167,186 244,661 rganization's first	75,743,218 240,178 240,178 314,996 st, second, third	68,301 68,301 278,344 , fourth, or fifth	98,106 98,106 98,106	01(c)(:	70,118 70,118 685,356	472,243,991 643,889 643,889 1,708,699 474,596,579 ation,
9 10a b c 11 12 13 14 Co	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total Support (Add lines 9, 10c, 11 and 12) First Five Years If the Form 990 is for the ocheck this box and stop here  mputation of Public Support Percetage Fublic Support Percetage for 2008 (line 8)	70,312,771 167,186 167,186 244,661 rganization's first	75,743,218 240,178 240,178 314,996 st, second, third	68,301 68,301 278,344 , fourth, or fifth	98,106 98,106 98,106	01(c)(i	70,118 70,118 685,356	472,243,991 643,889 643,889 1,708,699 474,596,579 ation,
9 10a b c 11 12 13 14 Co 15 16	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total Support (Add lines 9, 10c, 11 and 12) First Five Years If the Form 990 is for the ocheck this box and stop here  mputation of Public Support Percet Public Support Percentage for 2008 (line 8	70,312,771 167,186 167,186 244,661 rganization's fire entage column (f) dividule A , Part IV - A	75,743,218 240,178 240,178 314,996 st, second, third	68,301 68,301 278,344 , fourth, or fifth	98,106 98,106 98,106	01(c)(i	70,118 70,118 685,356	472,243,991 643,889 643,889 1,708,699 474,596,579 ation,
9 10a b c 11 12 13 14 Co 15 16	A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) Total Support (Add lines 9, 10c, 11 and 12) First Five Years If the Form 990 is for the ocheck this box and stop here  mputation of Public Support Percetage Fublic Support Percetage for 2008 (line 8)	70,312,771  167,186  167,186  244,661  rganization's fire entage column (f) dividule A , Part IV - A  Percentage	75,743,218 240,178 240,178 314,996 st, second, third ed by line 13 cc , line 27g	84,838,137 68,301 68,301 278,344 , fourth, or fifth	98,106 98,106 185,342 tax year as a 5	01(c)(i	70,118 70,118 685,356	472,243,991 643,889 643,889 1,708,699 474,596,579 ation,

Investment Income Percentage from 2007 Schedule A, Part IV-A, line 27h

17	0 140	%
18	0.320	%

19a 33 1/3% 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

33 1/3% 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 Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions



►V

Part IV	<b>Supplemental Information.</b> Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (see instructions)
	Facts and Circumstances Test

Schedule A (Form 990 or 990-EZ) 2008

Software ID: Software Version:

**EIN:** 94-1650529

Name: PRIDE Industries

### Form 990, Part VII - Section Aaa

Form 990, Part VII - Section Ada	-									
		Posit	<b>(C</b> tion ( hat a	chec		I				(F)
<b>(A)</b> Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations
Bob Olsen , Chairman	5 00	Х						0	0	0
Bob Selvester , Vice Chairman	5 00	Χ						0	0	0
Mike Snegg , Treasurer	5 00	Х						0	0	0
Sandy Smoley , Secretary	5 00	Х						0	0	0
Larry Mitchell , Member at Large	5 00	Χ						0	0	0
Larry Welch , Member at Large	5 00	Х						0	0	0
Judson Riggs , Past Chairman	5 00	Χ						0	0	0
Walt Payne , Member	5 00	Χ						0	0	0
Ed Bonner , Member	5 00	Х						0	0	0
Loretta Walker , Member	5 00	Х						0	0	0
Ronald J Mittelstaedt , Member	5 00	Χ						0	0	0
Rick Maya , Member	5 00	Χ						0	0	0
Howard Dickstein , Member	5 00	Χ						0	0	0
Dorene Dominguez , Member	5 00	Х						0	0	0
Michael Ziegler , Chief Executive Officer	40 00			Х				532,039	0	13,614
Timothy Yamauchi , Chief Financial Officer	40 00			х				220,458	0	23,695
Janet Richmond , Corporate Secretary	24 00			Х				96,000	0	0
Frederick Smith , Vice President Operation	40 00				x			191,051	0	12,712
John Vaughan , Chief Information Office	40 00				Χ			181,684	0	11,755
Mary McKenzie , Business Dev Mgr	40 00					Х		374,276	0	10,563
Gary Schlauch , Business Dev Mgr	40 00					Х		157,200	0	12,436
Neil MacMullan , Sales Reg-Outside	40 00					Х		130,795	0	11,097
Richard Kresslein , VP IFS Operations	40 00					Х		126,055	0	20,308
Tina O liveira , Senior VP Human Resource	40 00					х		130,265	0	866

## **Political Campaign and Lobbying Activities**

For Organizations Exempt From Income Tax Under section 501(c) and section 527

OMB No 1545-0047

Open to Public Inspection

Department of the Treasury Internal Revenue Service

**SCHEDULE C** (Form 990 or 990-EZ)

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)

- ◆ 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 990EZ, Part VI, line 47 (Lobbying Activities)

- ◆ 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

	me of the organization IDE Industries			Employer ider	ntification numb	er
				94-1650529		
Par		<b>by all organizations exemp</b> ee the instructions for Schedul		n 501(c) and section	527	
1	Provide a description of the o	rganization's direct and indirect po	litical campaign act	tivities in Part IV		
2	Political expenditures				\$	
3	Volunteer hours					
Par	To be completed for Schedule C for 6	by all organizations exemp	ot under section	<b>n 501(c)(3).</b> (See the	instructions	
1	Enter the amount of any excis	se tax incurred by the organization	under section 4955	5	\$	
2	Enter the amount of any excis	se tax incurred by organization mar	nagers under sectio	n 4955	\$	
3	If the organization incurred in	a section 4955 tax, did it file Forn	n 4720 for this yeai	r?	☐ Yes	┌ No
4a	Was a correction made?				☐ Yes	┌ No
b	If "Yes," describe in Part IV					
Par		<b>by all organizations exemp</b> s for Schedule C for details.)	ot under section	n 501(c), except sec	tion 501(c)(	3).
1	Enter the amount directly exp	ended by the filing organization for	section 527 exem	pt function activities	\$	
2	Enter the amount of the filing 527 exempt funtion activities	organization's internal funds contri ;	buted to other orga	nizations for section	\$	
3	Total of direct and indirect ex 1120-POL, line 17b	empt function expenditures Add Ii	nes 1 and 2 and ent	ter here and on Form	\$	
4	Did the filing organization file	Form 1120-POL for this year?			☐ Yes	☐ No
5	were made Enter the amount political contributions receive	and Employer Identification Numbe paid and indicate if the amount was ed and promptly and directly delive action committee (PAC) If additio	s paid from the filing red to a separate po	g organization's own interna olitical organization, such a	al funds or were s a separate	nents
	(a) Name	( <b>b</b> ) Address	<b>(c)</b> EIN	(d) A mount paid from filing organization's internal funds If none, enter - 0 -	(e) A mount of contributions and promp directly delive separate porganization enter -	received tly and ered to a olitical If none,
					ļ	
					1	
					1	

(election under sec	tion 501(h)). (See the instructions for Schedule C for de		768
<u> </u>			
Limits on Lo	bbying Expenditures—	(a) Filing Organization's Totals	<b>(b)</b> A ffiliated Group Totals
Total lobbying expenditures to influe	nce public opinion (grass roots lobbying)		
Total lobbying expenditures to influe	nce a legislative body (direct lobbying)		
Total lobbying expenditures (add line	es 1a and 1b)		
Other exempt purpose expenditures			
Total exempt purpose expenditures	(add lines 1c and 1d)		
columns—			
or (b) is: Not over \$500,000	The lobbying nontaxable amount is: 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		
Grassroots nontaxable amount (ente	r 25% of line 1f)		
Subtract line 1g from line 1a Enter -	0- if line g is more than line a		
Subtract line 1f from line 1c Enter -	O- if line f is more than line c		
If there is an amount other than zero section 4911 tax for this year?	on either line 1h or line 1i, did the organization file Form 4720 repo	orting	┌ Yes ┌ No
	Check If the filing organization Check If the filing organization  Limits on Low (The term "expenditures to influe Total lobbying expenditures to influe Total lobbying expenditures (add line Other exempt purpose expenditures Total exempt purpose expenditures to Lobbying nontaxable amount Enter to columns—  If the amount on line 1e, column (a) or (b) is:  Not over \$500,000  Over \$500,000 but not over \$1,000,000  Over \$1,000,000 but not over \$1,500,000  Over \$1,500,000 but not over \$17,000,000  Over \$17,000,000  Grassroots nontaxable amount (enter Subtract line 1g from line 1a Enter Subtract line 1f from line 1c Enter - Gifthere is an amount other than zero	(election under section 501(h)). (See the instructions for Schedule C for detect of the filing organization belongs to an affiliated group (heck of the filing organization checked box A and "limited control" provisions apply  Limits on Lobbying Expenditures— (The term "expenditures" means amounts paid or incurred.)  Total lobbying expenditures to influence public opinion (grass roots lobbying)  Total lobbying expenditures (add lines 1a and 1b)  Other exempt purpose expenditures  Total exempt purpose expenditures  Total exempt purpose expenditures (add lines 1c and 1d)  Lobbying nontaxable amount Enter the amount from the following table in both columns—  If the amount on line 1e, column (a)  or (b) is:  The lobbying nontaxable amount is:  Not 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 \$225,000 plus 10% of the excess over \$1,500,000  Over \$1,000,000 but not over \$1,000,000 \$225,000 plus 5% of the excess over \$1,500,000  Over \$17,000,000 \$1,000,000  Grassroots nontaxable amount (enter 25% of line 1f)  Subtract line 1g from line 1a Enter -0 - if line g is more than line a  Subtract line 1ffrom line 1c Enter -0 - if line g is more than line a  Subtract line 1ffrom line 1c Enter -0 - if line f is more than line 2  If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reported the subtract line 1 form 1 in the file form 1 in the file form 1 in the file form 2 in the file form 3 in the file form 4 7 2 0 reported the file file file file file file file fil	Limits on Lobbying Expenditures— (The term "expenditures" means amounts paid or incurred.)  Total lobbying expenditures to influence public opinion (grass roots lobbying)  Total lobbying expenditures to influence a legislative body (direct lobbying)  Total lobbying expenditures (add lines 1a and 1b)  Other exempt purpose expenditures  Total exempt purpose expenditures (add lines 1c and 1d)  Lobbying nontaxable amount Enter the amount from the following table in both columns—  If the amount on line 1e, column (a) or (b) is: Not over \$500,000  Over \$1,000,000 but not over \$1,000,000  Over \$1,000,000 but not over \$1,500,000  Over \$1,500,000 but not over \$1,000,000  Over \$1,000,000  Over \$1,000,000  Grassroots nontaxable amount (enter 25% of line 1f)  Subtract line 1g from line 1a Enter -0 - if line g is more than line a  Subtract line 1 ffrom line 1c Enter -0 - if line g is more than line c  If there is an amount other than zero on either line 1 in or line 1i, did the organization file Form 4720 reporting

	Lobbying Expendit	ures During 4	1-Year Avera	ging Period		
	Calendar year (or fiscal year beginning in)	(a) 2005	<b>(b)</b> 2006	<b>(c)</b> 2007	<b>(d)</b> 2008	<b>(e)</b> Total
2a	Lobbying non-taxable amount					
b	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 d, column (e))					
f	Grassroots lobbying expenditures					

illedule C (I	51111 9 9 6 61 9 9 6 - EZ / 2 6 6 6			Page					
art 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 fo	r detail	ls.)						
		(a	a)	(b)					

			~,	\-/
		Yes	No	A mount
•	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?		Νo	
b	Paid staff or management (include compensation in expenses reported on lines c through i)?	Yes		
c	Media advertisements?		Νo	
d	Mailings to members, legislators, or the public?		Νo	
e	Publications, or published or broadcast statements?		Νo	
f	Grants to other organizations for lobbying purposes?		Νo	
g	Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes		11,65
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means?		Νo	
i	Other activities If "Yes," describe in Part IV		Νo	
j	Total lines 1c through 1:			11,65
a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
b	If "Yes" enter the amount of any tax incurred under section 4912			

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.)

If "Yes" enter the amount of any tax incurred by organization managers under section 4912
 If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?

			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 the instructions for Schedule C for details.)

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\$	
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	Tayable amount of lobbying and political expenditures (line 2c total minus 3 and 4)	5 ¢	

#### Part IV Supplemental Information

Dues, assessments and similar amounts from members

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

Ident if ier	Return Reference	Explanation
Part II-B, Line 1i	Explanation of Other Lobbying Activities	The organization paid a firm to lobby on their behalf for legislation that directly effects their business and exempt purpose. An employee of the organization also spent about 8 hours a month on direct lobbying

1 \$

Part IV Supplemental I	nformation	
Ident if ier	Return Reference	Explanation

Schedule C (Form 990 or 990EZ) 2008

OMB No 1545-0047

## **SCHEDULE D**

(Form 990)

Department of the Treasury Internal Revenue Service

► 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.

**Supplemental Financial Statements** 

			1			
	me of the organization IDE Industries		Emplo	yer identific	ation numbe	er
				650529		
Pa	organizations Maintaining Donor Ad		ınds o	r Account	<b>s.</b> Complet	te if the
	organization answered "Yes" to Form 99	(a) Donor advised funds	( t	) Funds and	other accou	nts
1	Total number at end of year	(4, 2 0 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		,		
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 advi funds are the organization's property, subject to the		or advis	ed	☐ Yes	┌ No
6	Did the organization inform all grantees, donors, and used only for charitable purposes and not for the ben impermissible private benefit?	efit of the donor or donor advisor or other	·		☐ Yes	┌ No
Pa	rt II Conservation Easements. Complete	<u>if the organization answered "Yes" to</u>	Form	990, Part I	.V, line 7.	
2	Purpose(s) of conservation easements held by the of Preservation of land for public use (e.g., recreating Protection of natural habitat  Preservation of open space  Complete lines 2a-2d if the organization held a quali	on or pleasure)  Preservation of an Preservation of cer	rtıfıed h	istoric struct	ure	a
	on the last day of the tax year			Held a	t the End of	the Year
а	Total number of conservation easements			2a		
b	Total acreage restricted by conservation easement	s		2b		
c	Number of conservation easements on a certified hi	storic structure included in (a)		2c		
d	Number of conservation easements included in (c) a	acquired after 8/17/06		2d		
3	Number of conservation easements modified, transfe	rred, released, extinguished, or terminated	d by the	organization	n during	
	the taxable year ►					
4	Number of states where property subject to conserva	ation easement is located ►				
5	Does the organization have a written policy regarding enforcement of the conservation easements it holds?	g the periodic monitoring, inspection, viola	tions, a	nd	☐ Yes	┌ No
6	Staff or volunteer hours devoted to monitoring, inspe	cting and enforcing easements during the	year ►			
7	A mount of expenses incurred in monitoring, inspecti	ng, and enforcing easements during the ye	ar ► \$			
8	Does each conservation easement reported on line 2 $170(h)(4)(B)(i)$ and $170(h)(4)(B)(ii)$ ?	(d) above satisfy the requirements of sect	tion		☐ Yes	┌ No
9	In Part XIV, describe how the organization reports contained balance sheet, and include, if applicable, the text of the organization's accounting for conservation easen	the footnote to the organization's financial nents	statem	ents that des	cribes	
Pa	<b>TEXT</b> Complete if the organization answered '		or Oth	er Similar	Assets.	
1a	If the organization elected, as permitted under SFAS art, historical treasures, or other similar assets held provide, in Part XIV, the text of the footnote to its fin	116, not to report in its revenue statement for public exhibition, education or researc	h ın furt			₽,
b	If the organization elected, as permitted under SFAS historical treasures, or other similar assets held for provide the following amounts relating to these items	public exhibition, education, or research in				

(i) Revenues included in Form 990, Part VIII, line 1

Revenues included in Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

Assets included in Form 990, Part X

following amounts required to be reported under SFAS 116 relating to these items

**-**\$

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the

Part	Organizations Maintaining Col	lections of Art, His	tori	<u>cal Treasu</u>	ires, or Othe	r Similar Asse	ets (co	ontinued)
3	Using the organization's accession and other items (check all that apply)	records, check any of th	ne fol	lowing that ar	e a significant us	se of its collection	n	
а	Public exhibition	d	Γ	Loan or exc	hange programs			
b	Scholarly research	e	Γ	O ther				
c	Preservation for future generations							
4	Provide a description of the organization's col Part XIV	lections and explain hov	w the	y further the o	organization's ex	empt purpose in		
5	During the year, did the organization solicit or assets to be sold to raise funds rather than to						Yes	┌ No
Par	Trust, Escrow and Custodial A Part IV, line 9, or reported an am				inization answ	ered "Yes" to Fo	orm 9	90,
1a	Is the organization an agent, trustee, custodi included on Form 990, Part X?	an or other intermediary	for c	ontributions (	or other assets r		Yes	Г No
b	If "Yes," explain why in Part XIV and complet	e the following table						
						A mou	ınt	
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 Fo	m 990, Part X, line 21?				Г	Yes	☐ No
b	If "Yes," explain the arrangement in Part XIV							
Pai	rt V Endowment Funds. Complete if							
		(a)Current Year (b	)Prior	Year   (c)Tw	o Years Back (d)	hree Years Back (e	)Four Y	ears Back
1a	Beginning of year balance							
b	Contributions							
С	Investment earnings or losses							
d	Grants or scholarships							
е	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						
а	Board designated or quasi-endowment 🕨							
b	Permanent endowment 🕨							
c	Term endowment ►							
3a	Are there endowment funds not in the posses	sion of the organization	thata	are held and a	dministered for	the		
	organization by					<u> </u>	Yes	No
	(i) unrelated organizations		•			3a(i)		<del>                                     </del>
	(ii) related organizations If "Yes" to 3a(ii), are the related organization					3a(ii)	<u> </u>	<u> </u>
ь 4	Describe in Part XIV the intended uses of the	•				Зь		
	t VI Investments—Land, Buildings				art V line 10			
ĿŒ	investments—Land, Buildings	, and Equipment. 3		<u>'</u>	•			
	Description of investment			Cost or other is (investment)	( <b>b)</b> Cost or other basis (other)	(c) Depreciation	( <b>d</b> ) Bo	ook value
1a	and				125,000			125,000
b i	Buildings				648,581	375,634		272,947
<b>c</b> l	easehold improvements				2,565,878	1,181,540		1,384,338
d I	Equipment				12,737,204	7,379,929		5,357,275
е (	Other				5,301,720	3,430,189		1,871,531
Tota	l. Add lines 1a-1e (Column (d) should equal For	m 990, Part X, column (B,	), line	10(c).)		🕨		9,011,091
		, , (2)	,	- 1 - / - / -	<u> </u>	Schedule D (		

Part VIII Investments—Other Securities. See	e Form 990, Part X, line 1	
<ul><li>(a) Description of security or cateory (including name of security)</li></ul>	(b)Book value	<b>(c)</b> 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)	,	
Total (column (b) should equal to m 950, t at M, col (b) mic 12 )		
Part VIII Investments—Program Related. Se	ee Form 990, Part X, line	13.
(a) Description of investment type	(b) Book value	(c) Method 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, I  (a) Descri		(b) Book value
(a) Descri	iption	(b) Book value
Table (Column (b) about description 200 Bart V and (B) bar		
Total. (Column (b) should equal Form 990, Part X, col.(B) line		<u> </u>
Part X Other Liabilities. See Form 990, Part  (a) Description of Liability	(b) A mount	
Federal Income Taxes	(b) Amount	
Capital Lease Obligations	726.012	
Due to Related Organization	726,012	
Due to Related Organization	7,/91	
Total. (Column (b) should equal Form 990, Part X, col (B) line 25)	733,803	

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	
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	
Part	XII Reconciliation of Revenue per Audited Financial Statements With Revenue p	er Re	turn
1	Total revenue, gains, and other support per audited financial statements	1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
а	Net unrealized gains on investments		
b	Donated services and use of facilities		
c	Recoveries of prior year grants		
d	Other (Describe in Part XIV) 2d		
e	Add lines <b>2a</b> through <b>2d</b>	2e	
3	Subtract line <b>2e</b> from line <b>1</b>	3	
4	A mounts 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		
b	Other (Describe in Part XIV) 4b		
c	Add lines <b>4a</b> and <b>4b</b>	4c	
5	Total Revenue Add lines <b>3</b> and <b>4c.</b> (This should equal Form 990, Part I, line 12)	5	
Part	Reconciliation of Expenses per Audited Financial Statements With Expenses	per F	Return
1	Total expenses and losses per audited financial statements	1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
а	Donated services and use of facilities		
Ь	Prior year adjustments	]	
c	Losses reported on Form 990, Part IX, line 25	.	
d	Other (Describe in Part XIV)		
e	Add lines <b>2a</b> through <b>2d</b>	2e	
3	Subtract line <b>2e</b> from line <b>1</b>	3	
4	Amounts 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)		
c	Add lines <b>4a</b> and <b>4b</b>	4c	
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	
Par	t XIV Supplemental Information		

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

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part XIV, 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

Ident if ier	Return Reference	Explanation
Part X	Description of Uncertain Tax Positions Under FIN 48	In July 2006, the FASB issued FASB Interpretation No 48, Accounting for Uncertainty in Income Taxes (FIN 48) FIN 48 clarifies the accounting for income taxes by prescribing a minimum probability threshold that a tax position must meet before a financial statement benefit is recognized. The minimum threshold is defined in FIN 48 as a tax position that is more likely than not to be sustained upon examination by the applicable taxing authority, including resolution of any related appeals or litigation processes, based on the technical merits of the position. The tax benefit to be recognized is measured as the largest amount of benefit that is greater than fifty percent likely of being realized upon ultimate settlement. As allowed by FIN 48 and related FASB Staff Position announcements, the Company has elected to defer the application of FIN 48 until its fiscal year ending June 30, 2010.

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2008

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# **Supplemental Information Regarding Fundraising or Gaming Activities**

Department of the Treasury Internal Revenue Service

SCHEDULE G

Attach to Form 990 or Form 990-EZ. Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than \$15,000 on Form 990-EZ, line 6a.

Name of the organization PRIDE Industries

(Form 990 or 990-EZ)

Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17.

- Indicate whether the organization raised funds through any of the following activities. Check all that apply
- Mail solicitations
- Email solicitations
- c 🔽 Phone solicitations
- **d** In-person solicitations

- Employer identification number
- 94-1650529

e Solicitation of non-government grants
f Solicitation of government grants

Special fundraising events

2a	Did the organization have a written or oral agreement with any individual (including officers, directors, trustees				
	or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising activities?	ᅜ	Ves	Г	N

**b** If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. Form 990-EZ filers are not required to complete this table.

(i) Name of individual or entity (fundraiser)	(iii) Did fundraiser have custody or control of contributions?  Yes No		er have dy or ol of itions?	(iv) Gross receipts from activity	(v) A mount paid to (or retained by) fundraiser listed in col (i)	(vi) A mount paid to (or retained by) organization
Alpert Consulting Inc	Direct Fundraising		No	186,881	85,300	101,581
Total	I	I	▶			

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

CA

			(a) Event #1	<b>(b)</b> Event #2	(c) O ther Events	(d) Tot (Add col		
			(event type)	(event type)	(total number)		(0)	
至	1	Gross receipts						
Revenue	2	Less Charitable contributions						
	3	Gross revenue (line 1 minus line 2)						
	4	Cash Prizes						
Expenses	5	Non-cash Prizes						
	6	Rent/Facility costs						
	7	Other direct expenses						
Direct	8	Direct expense summary Add lin	es 4 through 7 ın columr	n(d)	🛌			
	9	Net income summary Combine li	·	-				
Par	t III	Gaming. Complete if the or \$15,000 on Form 990-EZ, lir		"Yes" to Form 990, Pa	art IV, line 19, or repo	orted more	e than	
Revenue			(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) O ther gaming	(d) Total col (a) thr		
<u>~</u>	1	Gross revenue						
မ မ	2	Cash prizes						
pens	3	Non-cash prizes						
Direct Expenses	4	Rent/facility costs						
₽ B	5	Other direct expenses						
	6	Volunteer labor	┌ Yes%	┌ Yes%	┌ Yes%			
	7	Direct expense summary Add line	s 2 through 5 ın column	(d)				
	8	Net gaming income summary Com	bine lines 1 and 7 in col	umn (d)	🕨			
9		er the state(s) in which the organiza the organization licensed to operate		·		· 9a	Yes	No
a		No," Explain						
	If"	, ,						
a b	— We	re any of the organization's gaming l Yes," Explain	icenses revoked, suspe	nded or terminated during	g the tax year?	10a		
a b 10a	Wei	re any of the organization's gaming l				10a		

			 <del></del>
13	Indicate the percentage of gaming activity operated in		
а	The organization's facility		
b	An outside facility		
14	Provide the name and address of the person who prepares the organization's gaming/special events books and records		
	Name •		
	Address •		
15a	Does the organization have a contract with a third party from whom the organization receives gaming revenue?	15a	
Ь	If "Yes," enter the amount of gaming revenue received by the organization <b>&gt;</b> \$ and the amount of gaming revenue retained by the third party <b>&gt;</b> \$		
c	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		
а	Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?	17a	
b	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 📂 💲		

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Schedule I (Form 990)

### **Grants and Other Assistance to Organizations,** Governments and Individuals in the U.S.

Department of the Treasury Internal Revenue Service

Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22. Attach to Form 990.

Open to Public **Inspection** 

Name of the organization						Employer identif	ication number
PRIDE Industries						94-1650529	
Part I General Inform	mation on Grai	nts and Assistance	<b>e</b>				
Form 990, Part	d to award the granged rganization's processistance	nts or assistance? edures for monitoring the e <b>to Governments</b> ny recipient that rece			es. Complete if the o	rganization answere eived more than \$5,	
needed						. ▶ ┌	
1(a) Name and address of organization or government	(b) EIN	(c) IRC 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
The PRIDE Foundation 10030 Foothills Blvd Roseville, CA 95747	20-4914325	501(c)(3)	18,948				General Support
PRIDE Industries One Inc 10030 Foothills Blvd Roseville, CA 95747	91-1827109	501(c)(3)	3,660,494				General Support
2 Enter total number of sec		=	•		_	ı	2
organizations 3 Enter total number of oth							• 0
For Paparwork Poduction Act Not				Cat No 500550			andula I (Form 990) 2009

	·
art 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>b)</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

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

Ident if ier	Return Reference	Explanation
Procedure for Monitoring Grants in the U S		Schedule I, Part I, Line 2 The only grants given by this organization are to the PRIDE Foundation and PRIDE Industries One, Inc Grants given to the PRIDE Foundation are operating grants based on actual expenses Reimbursed expenses are reviewed by PRIDE Industries prior to the grant being given The grant listed to PRIDE Industries One, Inc in Part I represented intercompany transactions However the operating intent is as a consolidated entity, therefore there is no economic impact and is for recordkeeping purposes only

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DLN: 93493137040400

OMB No. 1545-0047

#### Schedule J (Form 990)

Department of the Treasury

Internal Revenue Service

**Compensation Information** 

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

► Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, line 23.

2008

Open to Public Inspection

Name of the organization
PRIDE Industries

Employer identification number
94-1650529

Pa	rt I Questions Regarding Compensation	on			_	
					Yes	Νo
1a	Check the appropiate box(es) if the organization pr 990, Part VII, Section A, line 1a Complete Part I		ny of the following to or for a person listed in Form vide any relevant information regarding these items			
	First class or charter travel	Γ	Housing allowance or residence for personal use			
	Travel for companions	Γ	Payments for business use of personal residence			
	Tax idemnification and gross-up payments	Γ	Health or social club dues or initiation fees			
	Discretionary spending account	Г	Personal services (e g , maid, chauffeur, chef)			
b	If line 1a is checked, did the organization follow a very provision of all the expenses described above? If "	•		1b		
2	Did the organization require substantiation prior to officers, directors, trustees, and the CEO/Executiv		,	2		
3	Indicate which, if any, of the following the organization organization's CEO/Executive Director Check all					
	Compensation committee	고	Written employment contract			
	✓ Independent compensation consultant	<u> </u>	Compensation survey or study			
	Form 990 of other organizations	<u>  -                                   </u>	Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990	, Part VI	I, Section A, line 1a			
а	Receive a severance payment or change of control	l paymen	t?	4a		Νo
b	Participate in, or receive payment from, a supplem	ental nor	nqualified retirement plan?	4b		Νo
c	Participate in, or receive payment from, an equity-	based co	mpensation arrangement?	4c		Νo
	If "Yes" to any of lines 4a-c, list the persons and p	provide th	ne applicable amounts for each item in Part III			
	501(c)(3) and 501(c)(4) organizations only must c	complete	lines 5-8.			
5	For persons listed in form 990, Part VII, Section A compensation contingent on the revenues of	A, line 1a	, did the organization pay or accrue any			
а	The organization?			5a	Yes	
b	Any related organization?			5b		Νo
	If "Yes," to line 5a or 5b, describe in Part III					
6	For persons listed in form 990, Part VII, Section A compensation contingent on the net earnings of	A, line 1a	, did the organization pay or accrue any			
а	The organization?			6a	Yes	
b	Any related organization?			6b		No
	If "Yes," to line 6a or 6b, describe in Part III					
7	For persons listed in form 990, Part VII, Section A payments not described in lines 5 and 6? If "Yes,"		,	7		No
8	Were any amounts reported in Form 990, Part VII, subject to the initial contract exception described in Part III			8		No

#### Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional 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)(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-MISC compensation			(C) Deferred	(D) Nontaxable	(E) Total of columns	(F) Compensation	
		(i) Base compensation	(ii) Bonus & (iii) Other compensation		compensation	benefits	(B)(ı)-(D)	reported in prior Form 990 or Form 990-EZ	
Mıchael Ziegler	(E) (E)	414,781	102,258	15,000	2,700	10,914 545,653		311,126	
Timothy Yamauchi	(I)	196,346	24,112		1,073	22,622	244,153	121,352	
Frederick Smith	(I) (II)	170,171	20,880			12,712	203,763	104,737	
John Vaughan	(ı) (ıı)	162,133	19,551		1,951	9,804	193,439	100,140	
Mary McKenzie	(ı) (ıı)	103,708	270,568		1,313	9,250	384,839	182,505	
Gary Schlauch	(I) (II)	55,817	101,383		678	11,758	169,636	54,541	
	(i)								
	(ii)								
	(i)								
	(ii)								
	(i)								
	(ii)								
	(i)								
	(ii)								
	(i)								
	(ii)								

### Part III Supplemental Information

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	Return Reference	Explanation
	Part I, Line 5	Bonus payments are made to some salespeople based on a percentage of revenue earned over specific contract periods. Executive bonuses are discretionary at the approval of the Board of Directors
	· ·	Executives and certain operational personnel are paid bonuses based on a formula factoring in a targeted net surplus earnings figure and the accomplishment of the organization's charitable mission objectives
Supplemental Information	Part III	Part II The compensation reflected in this section represents the Form W-2 calendar year taxable income for these individuals. The company allocates the compensation expense between PRIDE Industries and PRIDE Industries One, Inc. for management and operating purposes, including the Form 990, part IX Part II, column (E) and (F) Column E represents calendar year 2008 compensation as reported to individuals on Form W-2. Column F represents compensation based on fiscal year Form 990 fiscal year ended June 30, 2008 for the six month overlap between the fiscal year and calendar year. In prior 990's, executive compensation was disclosed as an allocated value between PRIDE Industries and PRIDE Industries. One Effective with this filing, these amounts are disclosed as an aggregate value, and therefore not comparable to prior years' 990's.

## OMB No 1545-0047

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## **SCHEDULE 0**

(Form 990)

Department of the Treasury Internal Revenue Service

## **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.

Name of the organization **Employer identification number** PRIDE Industries 94-1650529

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 2		- All officers and board members are also officers and board members of PRIDE Industries One, Inc - Ronald J Mittelstaedt, Judson Riggs and Michael Ziegler are also directors of the PRIDE Foundation

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 8b		Minutes are maintained for every Board meeting. Minutes are not maintained for sub-committee meetings' but the sub-committees do not take action on items (except for setting the compensation levels of the CEO & CFO). All other matters are recommended to the Board for official action.

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 10		The Form 990 will be approved by the Controller and CFO and a copy will be provided to the CEO and all Board Members prior to filing

ldentifier	Return Reference	Explanation
 Form 990, Part VI, Section B, line 12c		PRIDE's officers, senior executives, vice presidents, directors and senior managers complete and submit annually written and signed ethical code of conduct declarations

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, Ine 15		PRIDE Industries combines expert advice and transparency to ensure that its key executives are fairly compensated, and that compensation is accurately reported. PRIDE contracts with a leading outside HR consulting and outsourcing company to analyze executive compensation. PRIDE's independent Board Compensation. Committee review's surveys from for-profit and not-for-profit organizations, factoring relative scope including revenues, numbers of employees, and competitive market position. Review of CEO and CFO compensation includes comparisons from exempt and taxable organizations, the organization's need for the person, their unique experience, the number of employees in the organization, hours spent performing the job, performance, prior compensation, and compensation in relation to the rest of the organization's compensation. The Compensation Committee makes its recommendation to the Executive Committee of the Board. The Executive Committee has independent approval of CEO and CFO compensation. The CEO and CFO have no involvement in this process and no vote. The Executive Committee also review's PRIDE's executive team compensation. All compensation including benefits, retirement pay, perks and deferred compensation is disclosed on the IRS 990 forms.

ldentifier	Return Reference	Explanation					
Form 990, Part VI, Section C, line 19		Form 990, Part VI, Section C, Line 19 Audited financial statements, governing documents and conflict of interest policy are made available to the public upon request					

ldentifier	Return Reference	Explanation
Form 990, Part IV, Line 12 and Part XI, Line 2b		The organization received a consolidated financial statement for the year that was prepared in accordance with GAAP and audited by an independent accountant. These questions are answered "no" because separately issued audited financial statements were not prepared.

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

DLN: 93493137040400

2008

OMB No 1545-0047

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Schedule R (Form 990) 2008

## **SCHEDULE R** (Form 990)

Department of the Treasury Internal Revenue Service

Attach to Form 990. To be completed by organizations that answerd "Yes" to Form 990, Part IV, lines 33, 34, 35, 36, or 37. See separate instructions.

**Related Organizations and Unrelated Partnerships** 

Name of the organization **Employer identification number** PRIDE Industries 94-1650529 Part I Identification of Disregarded Entities (B) (C) Name, address, and EIN of disregarded entity Legal domicile (state Total income Direct controlling Primary activity End-of-year assets or foreign country) entity **Identification of Related Tax-Exempt Organizations** Name, address, and EIN of related organization Legal domicile (state Exempt Code section Public charity status Direct controlling Primary activity (if section 501(c)(3)) or foreign country) entity PRIDE Industries One Inc Job creation for people 10030 Foothills Blvd CA 501(c)(3) 11a, type I N/A with disabilities Roseville, CA95747 91-1827109

Cat No 50135Y

(A) Name, address, and EIN of related organization	Prim	( <b>B)</b> nary activity	(C) Legal domicile (state or foreign country)	( <b>D</b> ) Direct controlling entity	(E) Predominant income(related, investment, unrelated)		<b>(F)</b> Share of total income		<b>(G)</b> Share of end-of- year assets	(H) Disproprtiona allocations?		Code V—UBI amount on Box 20 of K-1		iral o aging ner?
										Yes	No		Yes	No
Part IV Identification of R	Related	l Organizations	Taxable as	a Corporation	ı or Tr	ust								
(A) Name, address, and EIN of related organ		(B) Primary activity		(C) Legal domicile (state or foreign country)		( <b>D</b> ) Direct contro	olling	(E) Type of entity (C corp, S corp or trust)	(F) Share of total income	end	( <b>G)</b> hare of l-of-yea assets	<b>(H)</b> Percentage r ownership		

(6)

Part V	Transactions	with	Related	Organizations
Fait V	Halisactions	AAICII	Relateu	Oi yaiiiza iioiis

Part \	Transactions with Related Organizations							
No	te. Complete line 1 if any entity is listed in Parts II, III or IV				Yes	No		
<b>1</b> Durın	g the tax year, did the orgranization engage in any of the following transaction	ns with one or more related organizations listed in Parts II-	IV?					
a Re	ceipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled en	tity		1a		No		
<b>b</b> Gr	<b>b</b> Gift, grant, or capital contribution to other organization(s)							
<b>c</b> Gif	c Gift, grant, or capital contribution from other organization(s)							
<b>d</b> Lo	ans or loan guarantees to or for other organization(s)			1d		No		
<b>e</b> Lo	ans or loan guarantees by other organization(s)			1e		No		
<b>f</b> Sa	le of assets to other organization(s)			1f		No		
<b>g</b> Pu	rchase of assets from other organization(s)			1g		No		
h Ex	change of assets			1h	Yes			
i Lea	ase of facilities, equipment, or other assets to other organization(s)			1i		No		
<b>j</b> Lea	ase of facilities, equipment, or other assets from other organization(s)			1j		No		
<b>k</b> Pe	rformance of services or membership or fundraising solicitations for other or	ganızatıon(s)		1k	Yes			
I Per	rformance of services or membership or fundraising solicitations by other org	janization(s)		11	Yes			
<b>m</b> Sh	aring of facilities, equipment, mailing lists, or other assets			1m	Yes			
n Sh	aring of paid employees			1n	Yes			
o Re	imbursement paid to other organization for expenses			10	Yes			
<b>p</b> Re	imbursement paid by other organization for expenses			1р	Yes			
<b>q</b> 0 t	her transfer of cash or property to other organization(s)			1q	Yes			
r Ot	her transfer of cash or property from other organization(s)			1r	Yes			
<b>2</b> If t	the answer to any of the above is "Yes," see the instructions for information o	on who must complete this line, including covered relationsl	hips and transaction thresholds					
	(A)	(B)	(C)					
	Name of other organization(s)	Transaction type(a-r)	Amount Involved					
(1)								
(2)								
(3)								
(4)								
(E)								
(5)								

### Part VI Unrelated Organizations Taxable as a Partnership

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

									_	
<b>(A)</b> Name, address, and EIN of entity	<b>(B)</b> Primary activity	<b>(C)</b> Legal domicile (state or foreign country)	(D) Are all partners section 501(c)(3) organizations?		<b>(E)</b> Share of end-of-year assets	(F) Disproprtionate allocations?		( <b>G)</b> Code V—UBI amount on Box 20 of K-1	(H) General or managing partner?	
			Yes	No		Yes	No		Yes	No
			•	•		•		Sabadula	D / Form	