

See a Social Security Number? Say Something! Report Privacy Problems to https://public.resource.org/privacy Or call the IRS Identity Theft Hotline at 1-800-908-4490



Form **990**

Department of the Treasury Internal Revenue Service

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

\ Fo	r the 2	2008 cal	endar yea	r, or tax year beginning 09-01-2008	and ending 08-31-200	9				
		pplicable	-	C Name of organization	_		D Employer id	entification number		
_	dress ch	•	Please use IRS	AMERICAN LIBRARY ASSOCIATION			36-216694	17		
_	me char	_	label or print or	Doing Business As			E Telephone n			
_		_	type. See				(312) 280-	4253		
_	al retur		Specific Instruc-	Number and street (or P O box if mail is n 50 East Huron St	ess) Room/sur	te .	ots \$ 79,232,190			
Ter _	minatio	n	tions.	So East Haloli St						
Am	ended r	return		City or town, state or country, and ZIP + 4 Chicago, IL 606112795	1					
- App	olication	pending		Clicago, IC 000112793						
		Ī	F Nan	ne and address of Principal Officer		H(a) is t	:his a group returi	n for		
			Keith F				liates?	⊤Yes ▼ No		
				t Huron St o,IL 606112795						
Ta	x-exem	pt status		(3) ◀ (insert no)	527	1 ' '	all affiliates includ	·		
				(-, -, -, (-, -, -, -, -, -, -, -, -, -, -, -, -, -			"No," attach a list oup Exemption Ni	t See instructions)		
W	eb site	e: ► ala d	org			n(c)	oup Exemperon N	amber F		
7 Typ	e of ora	i anization	✓ Corporat	on		Vear of	Formation 1876 M	State of legal domicile MA		
Гіур	e or org	anization	ј• Согрогас	ion filiatif association former		L Teal of	TOTTIALION 1870 P	i state of legal dofficile. MA		
Pa	rt I	Sumn								
		•		e organization's mission or most signi						
2	1			American Library Association is to p tion services and the profession of lib	•	· ·	• •	· · · · · · · · · · · · · · · · · · ·		
	1	to all	ilu illioillia	tion services and the profession of his	oralianship in order to	eminance lea	illing and ensure	access to illioillation		
2	2	Check th	:s							
3	3	Number	of voting r	nembers of the governing body (Part \	VI, line 1a)		. 3	12		
				dent voting members of the governing				12		
<u>۴</u> <u>ا</u>				nployees (Part V, line 2a)		,	·	320		
				Junteers (estimate if necessary)				75		
Averages &				ted business revenue from Part VIII,				3,887,467		
•		_		ness taxable income from Form 990-		7b	-89,354			
					.,		rior Year	Current Year		
	8	Contrib	uitions and	d grants (Part VIII, line 1h)	-	13,533,961	22,063,317			
≗	9			revenue (Part VIII, line 2g)			27,486,810	24,064,490		
ē	-							-1,622,602		
Raven	10			ne (Part VIII, column (A), lines 3, 4,			1,612,030	· · · · · · · · · · · · · · · · · · ·		
	11		-	art VIII, column (A), lines 5, 6d, 8c, dd lines 8 through 11 (must equal Par		<u>_</u>	14,592,183	5,525,319		
	12	12)	svenue—a	du illes o tillough 11 (must equal r al	t viii, colullii (A), iiii		57,224,984	50,030,524		
	13	Grants	and simila	ar amounts paid (Part IX, column (A),	lines 1-3)		1,775,323	1,528,195		
	14	Benefit	s paid to d	r for members (Part IX, column (A), lı	ne 4)			0		
	15	Salarie	s, other co	ompensation, employee benefits (Part	IX, column (A), lines	5-				
Expenses		10)				20,270,991 25,596,565				
<u>ē</u>	16a	Profess	sional fund	raising fees (Part IX, column (A), line	11e)			0		
ੜੇ	ь	(Total fu	ndraising ex	penses, Part IX, column (D), line 25 <u>365,411</u>)					
	17	Othere	expenses (Part IX, column (A), lines 11a-11d,	11f-24f)		32,132,387	30,353,302		
	18	Total e	xpenses—	add lines 13–17 (must equal Part IX,	, line 25, column (A))		54,178,701	57,478,062		
	19	Revenu	ie less exp	enses Subtract line 18 from line 12			3,046,283 -7,447,5			
3 %						Begin	ning of Year	End of Year		
3 <u>m</u>	20	Total a	ssets (Par	t X, line 16)			68,180,492	67,358,646		
300	21			Part X, line 26)			34,736,918	40,568,025		
Fund Balances			·	· · · ·	. 20		, ,			
	22			d balances Subtract line 21 from line	: ∠∪		33,443,574	26,790,621		
Pal	rt II	_	ature Blo							
				rjury, I declare that I have examined this retu correct, and complete Declaration of preparer						
lea	se	lk.				20	10-07-15	-		
ign		Signa	ture of office	er		Da				
lere	e	Keith	Fiels Execut	rive Director						
			or print nam							
		Preparer's		1	Date	Check If	Preparer's PTIN	(See Gen Inst)		
aid		signature				self- empolyed 🕨 🕻	_	,		
	arer's	Firm's ==	me (or use	<u> </u>		emporyed F				
•	Only	ıf self-em		`)			_ EIN ►			
	~···y	address, a	and ZIP + 4	•			Dhan 4			
							Phone no 🕨			
lav i	tha TD	C dicence	e thic ratii	rn with the preparer shown above? (Se	ac instructions)			Lyes LNo		

Part III	Statement of	Program Servi	ce Accomplishments	(See the instructions
	State III e II e e	riodiani Scivi	ce Accombinations	, , , , , , , , , , , , , , , , , , , ,

Par	t III Statement of Program Service Accomplishments (See the instructions.)
1	Briefly describe the organization's mission The mission of the American Library Association is to provide leadership for the development, promotion and improvement of library and information services and the profession of librarianship in order to enhance learning and ensure access to information to all
2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?
3	If "Yes," describe these new services on Schedule O Did the organization cease conducting or make significant changes in how it conducts any program services?
4	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
4a	(Code) (Expenses \$ 9,680,792 including grants of \$ 0) (Revenue \$ 8,869,640) Mutual, Membership Benefit Programs, General/Other members totaled 61,700 members at August 31, 2009 Membership services provided in conjunction with member participation. Personal and organizational members totaled 61,700 members at August 31, 2009
4b	(Code) (Expenses \$ 11,163,616 including grants of \$ 0) (Revenue \$ 9,799,599) Mutual, Membership Benefit Programs, General/Other Awards and scholarships offered through the Associations endowment fund and restricted find (Estimate of 100 Awards, with most in conjunction with named award programs)
4 c	(Code) (Expenses \$ 4,218,707 including grants of \$ 0) (Revenue \$ 6,327,699)
	Publishing Publishing trade journals and books to aid the profession Published 12 trade journals and an estimated 62 books on a variety of topics of interest to the profession during the year
	(Code) (Expenses \$ 15,971,417 including grants of \$ 0) (Revenue \$ 2,731,539) Mutual, Membership Benefit Programs, General/Other General activities such as diversity, international relations, accreditation and monitoring legislation (18 Office/departments)
	(Code) (Expenses \$ 365,929 including grants of \$ 0) (Revenue \$ 366,956) Mutual, Membership Benefit Programs, General/Other Round table discussions and activities (15 Round tables)
	(Code) (Expenses \$ 1,528,195 including grants of \$ 1,528,195) (Revenue \$ 1,528,195) Mutual, Membership Benefit Programs, General/Other Programs related to grants and awards as per donors requirements (2000 Beneficiaries)
	(Code) (Expenses \$ 6,718,402 including grants of \$ 0) (Revenue \$ 10,524,424) Mutual, Membership Benefit Programs, General/Other Conferences enable members and the general public to keep abreast of the latest technological capabilities, new publications and trends in the profession. Three major conferences and several national forums were held during the year
4d	Other program services (Describe in Schedule O) (Expenses \$ 24,583,943 including grants of \$ 1,528,195) (Revenue \$ 15,151,114)
<u> </u>	Total program service expenses \$ 49.647.058 Must equal Part IX Time 25 column (B)

Part IV	Check	dist of	Required	Schedules
	CIICCE	11136 01	NC dull Cd	Schodules

			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		Νο
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	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		Νο
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		Νο
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	Did the organization hold assets in term, permanent,or quasi-endowments? If "Yes," complete Schedule D, Part V	10	Yes	
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable	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	Yes	
13	Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		Νο
14a	Did the organization maintain an office, employees, or agents outside of the U S ?	14a		Νο
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		N o
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If</i> "Yes," complete Schedule F, Part III	16		Νο
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? <i>If "Yes," complete Schedule G, Part I</i>	17		N o
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		Νο
19	Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		Νο
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		Νo
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		No
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	Yes	
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	Yes	
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		Νο
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	Yes	
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		Νο
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	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		Νo
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "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		Νο
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		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? <i>If</i> "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	Yes	
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	Yes	
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		Νo

Pa	rt V Statements Regarding Other IRS Filings and Tax Compliance							
			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	629						
Ь	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b	0						
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable							
_	gaming (gambling) winnings to prize winners?	<u>1c</u>	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	320						
ь	If at least one is reported in 2a, did the organization file all required federal employment tax returns?		.,					
3a	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. Did the organization have unrelated business gross income of \$1,000 or more during the year covered by th	2 b	Yes					
	return?	. 3a	Yes					
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b	Yes					
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authorist over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No				
b	If "Yes," enter the name of the foreign country							
	See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.							
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		Νo				
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Νo				
c	If "Yes," to 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibi	ted 5c						
6a	Did the organization solicit any contributions that were not tax deductible?	. 6a		Νο				
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or were not tax deductible?	gıfts 6b						
7	Organizations that may receive deductible contributions under section 170(c).							
а	Did the organization provide goods or services in exchange for any quid pro quo contribution of \$75 or more?	7a		No				
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	. 7ь						
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was requi	red to						
	file Form 8282?	7c		No				
d	If "Yes," indicate the number of Forms 8282 filed during the year							
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a persona benefit contract?	. 7e		Νο				
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? .	. 7f		Νο				
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	. 7g						
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as	. 7h						
8	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3)	-						
	supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, hav excess business holdings at any time during the year?							
9	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.							
а	Did the organization make any taxable distributions under section 4966?	9a						
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b						
10	Section $501(c)(7)$ organizations. Enter							
а	Initiation fees and capital contributions included on Part VIII, line 12 10a							
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities							
11	Section 501(c)(12) organizations Enter							
	Gross income from members or shareholders							
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)							
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? .	12a						
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year							
	(l	İ				

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

Section A. Governing Body and Management
--

				res	NO				
	For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, descriptocesses, or changes in Schedule O. See instructions.	ribe the circumstances,							
1a	Enter the number of voting members of the governing body 1a	12							
b	Enter the number of voting members that are independent 1b	12							
2	Did any officer, director, trustee, or key employee have a family relationship or a business other officer, director, trustee, or key employee?	• •	2		No				
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?.								
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?								
5	Did the organization become aware during the year of a material diversion of the organization's assets?								
6	Does the organization have members or stockholders?								
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?								
ь	${f b}$ Are any decisions of the governing body subject to approval by members, stockholders, or other persons?								
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	Yes					
9a	Does the organization have local chapters, branches, or affiliates?		9a	Yes					
b	b If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?								
10	Was a copy of the Form 990 provided to the organization's governing body before it was fil must describe in Schedule O the process, if any, the organization uses to review the Form	_	10	Yes					
11	11		No						

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	Yes	
14	Does the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision			
а	The organization's CEO, Executive Director, or top management official?	15a	Yes	
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		No
Ь	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable Federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed IL, MA
- 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.

 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

Russell Swedowskı 50 East Huron St Chicago, IL 606112795 (312) 280-4253

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		(C) Position (check all that apply)							(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

		(C) Position (check all that apply)							(E)	(F)
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee		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
							Н			
							\vdash			
1b Total							►	1,647,290	0	320,750
2 Total number of individuals (including	those in 1	a) who r	ecen	ved	moi	re thai	n \$ 1	00 000 in reportabl	e	

Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization ►21

			1 63	140
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee			
	on line 1a? If "Yes," complete Schedule J for such individual	3		Νo
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 individual	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		Νo

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
Coe-Truman 500 N Michigan Ave Suite 800 Chicago, IL 60611	Tech Consulting	282,549
Barnes and Thornburg One North Wacker Drive Suite 4400 Chicago, IL 606062809	Legal Services	147,228
Hall Erickson 98 E Naperville Rd Westmont, IL 60559	Trade Show Consulting	177,628
Valcom Dept 4712 Carol Stream, IL 60122	Technology Consulting	385,465
Corcoran Exhibitions 100 W Monroe St Chicago, IL 60611	Trade Show Consulting	250,112
2 Total number of independent contractors (including those in 1) who receive from the organization	. , ,	. 11

Statement of Revenue

				(A) Total Revenue	(B) Related or Exempt Function Revenue	(C) Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 514
	1a	Federated campaigns 1	a 0				
Contributions, gifts, grants and other similar amounts	b	Membership dues					
gra	С	fundraising events	0				
its,		1					
	d	Related organizations 10					
sing.	e	Government grants (contributions)					ļ
真ら	f	All other contributions, gifts, grants, and similar amounts not included above	8,007,044				
き	_	Noneach contributions included in					
ji g	g	Noncash contributions included i	n)				
O %	h	Total (Add lines 1a-1f)	· <u>.</u> [22,063,317			
-			Business Code				
аппе	2a	Advertising-Net	541,800	4,852,459	0	3,887,467	964,992
еме	ь	Sale of Materials-Publishing	511,130	1,070,631	1,070,631	0	0
e Fe	с	Subscriptions	511,120	4,885,437	4,885,437	0	0
rwc	d	Meetings and Conferences	541,900	10,524,424	10,524,424	0	0
38.	e						
Iran	f	All other program service revenue	е	2,731,539	2,731,539	0	0
Program Service Revenue	g	Total. Add lines 2a-2f					
	3	Investment income (including div	ıdends, ınterest				
		other similar amounts)	·	2,064,959	0	0	2,064,959
	4	Income from investment of tax-exempt	bond proceeds	0	0	0	0
	5		•	0	0	0	0
	3	Royalties	(II) Personal	J	, ,		
	6a	Gross Rents 0	<u> </u>				
	ь	Less rental 0	0				
	С	expenses Rental income 0	268,251				
	d	or (loss) Net rental income or (loss)	1	268,251	268,251	0	0
			<u> </u>				
	7a	(i) Securities Gross amount 25,167,426	(II) O ther 0				
	-	from sales of assets other					
	ь	than inventory Less cost or 28,854,987	0				
		other basis and sales expenses					
	С	Gain or (loss) -3,687,561	0				
	d	Net gain or (loss)		-3,687,561	0	0	-3,687,561
	8a	Gross income from fundraising	<u>.</u> ▶				
		events (not including					
e		\$0 of contributions reported on line					
듄		1c) See Part IV, line 18					
3ev		Attach Schedule G if total exceeds \$15,000	<u>,</u>				
er F	ь	Less direct expenses	<u> </u>				
Other Revenue	с	Net income or (loss) from fundrais		0	o	0	О
	9a	Gross income from gaming	<u> </u>				
		activities See part IV, line 19 Complete Schedule G if total					
		exceeds \$15,000					
	_	a	0				
	Ь	Less direct expenses			0	0	0
	С	Net income or (loss) from gaming	activities				
	10a	Gross sales of inventory, less returns and allowances					
			5,603,747				
	b	Less cost of goods sold I					
	с	Net income or (loss) from sales o		5,257,068	5,257,068	0	0
		Miscellaneous Revenue	Business Code				
	11a						
	b		_				
	С						
	d	All other revenue					
	e	Total. Add lines 11a-11d	\$				
	12	Total Revenue. Add lines 1h, 2g,		50,030,524	24,737,350	3,887,467	-657,610
		8c, 9c, 10c, and 11e					
	j	oc, roc, and rie		<u> </u>			Form 990 (2008)

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).									
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII. (A) Total expenses (B) Program service expenses (B) Management and general expenses exp									
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	0	0						
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22	1,528,195	1,528,195						
3	Grants and other assistance to governments, organizations and individuals outside the U S See Part IV, lines 15 and 16	0	0						
4	Benefits paid to or for members	0	0						
5	Compensation of current officers, directors, trustees, and key employees	967,807	399,253	568,554	0				
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons								
_	described in section 4958(c)(3)(B)	0	0	0	0				
7	Other salaries and wages	15,471,451	11,822,349	0	157,909				
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	895,034	665,404	221,033	8,597				
9	Other employee benefits	6,988,825	1,885,254	5,075,872	27,699				
10	Payroll taxes	1,273,448	946,732	314,484	12,232				
11	Fees for services (non-employees)								
a	Management	0	0	0	0				
Ь	Legal	305,736	150,487	155,249	0				
С.	Accounting	116,559	0	116,559	0				
d	Lobbying	0	0	0	0				
e	Professional fundraising See Part IV, line 17	0	_		0				
f	Investment management fees	256,117	0	256,117	0				
g	Other	6,889,001	6,195,000	562,026	131,975				
12	Advertising and promotion	141,705	131,565	8,140	2,000				
13	Office expenses	4,584,563	4,124,057	452,260	8,246				
14	Information technology	1,701,153	539,617	1,159,495	2,041				
15	Royalties	391,826	391,826		0				
16	Occupancy	486,980	116,268	370,712	0				
17	Travel	2,705,959	2,597,220	97,635	11,104				
18	Payments of travel or entertainment expenses for any Federal, state or local public officials	0	0	0	0				
19	Conferences, conventions and meetings	5,883,101	5,666,212	213,611	3,278				
20	Interest	143,518	27,580	115,938	0				
21	Payments to affiliates	0	0	0	0				
22	Depreciation, depletion, and amortization	1,255,004	274,959	979,963	82				
23	Insurance	146,448	44,722	101,726	0				
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		248	0	0	248				
b	Taxes and Bad Debt	-34,244	3,378	-37,622	0				
С	Internal O verhead	209,172	7,053,061	-6,843,889	0				
d	Printing and Publication Expenses	5,170,456	5,083,919	86,537	0				
f	All other expenses								
25	Total functional expenses. Add lines 1 through 24f	57,478,062	49,647,058	7,465,593	365,411				
26	Joint Costs. Check if if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				· .				

Part X	Balance	Sheet
	Dalalice	SHEEL

					(A)		(B	
	1	Cook non interest hearing			Beginning of year 6,220,604	1	End of	year 2,258,477
	_	Cash—non-interest-bearing			14,820,738			5,279,452
	2	Savings and temporary cash investments				2		
	3	Pledges and grants receivable, net			857,510			3,328,343
	4	Accounts receivable, net			4,176,748	4		3,646,787
	5	Receivables from current and former officers, directors, trustees other related parties <i>Complete Part II of Schedule L</i>		•	0	5		
	6	Receivables from other disqualified persons (as defined under s persons described in section 4958(c)(3)(B) Complete Part II of		0	6			
	7	Notes and loans receivable, net		250,000	7		250,000	
	8	Inventories for sale or use			957,682	8		1,214,245
2	9	Prepaid expenses and deferred charges			690,303	9		749,301
Assets	10a							
As		Land, buildings, and equipment cost basis	10a	31,988,165				
_	b	Less accumulated depreciation Complete Part VI of Schedule D	10ь	18,322,899	11,431,776	10c	1	3,665,266
	11	Investments—publicly traded securities	nvestments—publicly traded securities					6,966,775
	12	Investments—other securities See Part IV, line 11 Complete Poschedule D	art VII d	of	0	12		
	13	Investments—program-related See Part IV, line 11 Complete F		13				
	4.4	of Schedule D .			14			
	14 15	Intangible assets Other assets See Part IV , line 11 Complete Part IX of Schedule		0				
		D				15		
	16	Total assets. Add lines 1 through 15 (must equal line 34)			68,180,492	16		7,358,646
	17	Accounts payable and accrued expenses .		5,996,001	17		4,933,882	
	18	Grants payable		0	18		0	
	19	Deferred revenue	13,898,454	19		4,837,584		
φ.	20	Tax-exempt bond liabilities		3,030,000	20		2,881,042	
ė	21	Escrow account liability Complete Part IV of Schedule D		0	21		0	
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		•	0	22		0
	23	Secured mortgages and notes payable to unrelated third parties			80,779	23		1,998,027
	24	Unsecured notes and loans payable		0	24		0	
	25	Other liabilities Complete Part X of Schedule D	11,731,684	25	1	5,917,490		
	26	Total liabilities. Add lines 17 through 25			34,736,918	26	4	0,568,025
J.		Organizations that follow SFAS 117, check here 🕨 🔽 and comp	lete lin	es 27				
9		through 29, and lines 33 and 34.						
Balance	27	Unrestricted net assets			27,806,718	27	2	1,082,719
	28	Temporarily restricted net assets			5,122,156	28		5,193,202
Fund	29	Permanently restricted net assets			514,700	29		514,700
or Fu		Organizations that do not follow SFAS 117, check here ► ar lines 30 through 34.	d comp	lete				
	30	Capital stock or trust principal, or current funds				30		
Assets	31	Paid-in or capital surplus, or land, building or equipment fund				31		_
A	32	Retained earnings, endowment, accumulated income, or other fu	nds			32		
Net	33	Total net assets or fund balances	33,443,574	33	2	6,790,621		
<u>z</u>	34	Total liabilities and net assets/fund balances			68,180,492	34	6	7,358,646
Da	rt XI	Financial Statements and Reporting						
		aau otatemento ana Reporting					Yes	No

Dart YT	Financial	Statements	and Reporting

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	Yes	
c	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	Yes	
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	
b	If "Yes," did the organization undergo the required audit or audits?	3b	Yes	

efile GRAPHIC print - DO NOT PROCESS

As Filed Data -

DLN: 93493195002100

Employer identification number

OMB No 1545-0047

SCHEDULE A Public Charity Status and Public Support

Department of the Treasury Internal Revenue Service

(Form 990 or 990EZ)

Name of the organization

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

AMERIO	CAN LI	BRARY ASSOCI	ATION									
									-216694			
	Part I Reason for Public Charity Status (to be completed by all organizations) (See Instructions) he organization is not a private foundation because it is (Please check only one organization)											
	rganız —											
1	<u> </u>	•		urches, or association of ch			Section 1	L/U(B)(1)((A)(I).			
2	<u>_</u>	A school described in Section 170(b)(1)(A)(ii). (Attach Schedule E)										
3	<u>_</u>	•	•	e hospital service organizati			-		• •		•	
4	ı		-	zation operated in conjuncti	on with a l	hospital d	escribed ii	n Section	170(Ь)(1)	(A)(iii). E	nter the	
	_		name, city, and									
5	ı			or the benefit of a college or	universit	y owned o	r operated	by a gove	ernmental	unit desci	rıbed ın	
	_			(Complete Part II)								
6	<u> </u>	•	, -	overnment or governmental			,					
7	ı	An organiza	ation that norma	ally receives a substantial p	art of its s	support fro	m a gove	rnmental ı	ınıt or fron	n the gene	ral public	
	_	described i	n Section 170(b))(1)(A)(vi) (Complete Par	tII)							
8	<u></u>		•	ed in Section 170(b)(1)(A)		•	•					
9	 	_		ally receives (1) more than					•			S S
		•		ated to its exempt functions	-		•	, ,	•			
			-	estment income and unrelate			,			() from bu	sinesses	
	_		-	on after June 30, 1975 See			•		•			
10	<u> </u>	=	=	and operated exclusively to	-		•				-	
11		_	-	and operated exclusively fo					•	•		
				orted organizations describe type of supporting organiza						Section 5	u9(a)(3).	Спеск
		a T				- Function			'' d	Гтуре	III - Oth	ner
e	Γ	By checkin	g this box, I ce	rtify that the organization is	not contro	olled direc	tly or ındı	rectly by o	one or mor	e disquali	fied perso	ons
				agers and other than one or	more publ	licly suppo	orted orga	nızatıons (described	ın section	1509(a)(:	1) or
_		section 50										
f		check this		d a written determination fro	m the IRS	that it is	a Type I,	Type II o	r Type III	supportin	ig organiz	ation,
g				as the organization accepted	d any gift	or contrib	ution from	any of the	<u></u>			'
_		following pe										
		(i) a perso	n who directly o	r indirectly controls, either a	alone or to	ogether wi	th persons	describe	d ın (ıı)		Yes	No
		and (III) bel	ow, the governi	ng body of the the supported	d organiza	tion?				11g		
			•	erson described in (i) above						11g(
				ty of a person described in (11g(iii)	
h		Provide the	following inforr	nation about the organizatio	ns the org	ganızatıon	supports					
							I				I	
1		ame of oorted	(ii) EIN	(iii) Type of organization (described on lines 1-9		s the	`	ou notify	l	s the	(vii) A m supp	
c		nization		above or IRC section		ation in listed in	_	nızatıon) of your		ation in rganized	Supp	011.
				(See Instructions))		verning		ort?		US?		
					docur	ment?						
		Yes No Yes No										

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) 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					 		
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) 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 stop here		mat, second, tim	u, rouren, or mer	rtax year as a s	/O1(C)(C	• •	▶ □
								•
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 Scheo	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 stop here. The organization qualifies a				,			▶ □
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				▶ □
17a	10% Facts and Circumstances Test - 2008.							
	more, and if the organization meets the "fa		•					· —
	organization meets the "facts and circums							► □
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	Private Foundation. If the organization did	not check the b	oux on line 13, 1	oa, 100, 1/a or	1/D, check this	oox an	u see	▶ □
	ınstructions							F-1

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

	(Complete only if you check	<u>kea the box or</u>	i line 9 of Par	t I.)			
Se	ction A. Public Support	·			<u>.</u>	<u> </u>	
Cale	ndar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")	5,396,196	5,482,010	10,148,363	13,533,961	13,193,677	47,754,207
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax- exempt purpose	31,299,654	34,393,454	33,602,126	36,331,186	32,934,130	168,560,550
3	Gross receipts from activities that are not an unrelated trade or business under section 513	0	0	0	0	0	0
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	0	0	0	0	0	0
5	The value of services or facilities furnished by a governmental unit to the organization without charge	0	0	0	0	0	0
6	Total Add lines 1-5	36,695,850	39,875,464	43,750,489	49,865,147	46,127,807	216,314,757
7a	A mounts included on lines 1, 2, and 3 received from disqualified persons	0	0	0	0	0	0
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000	0	0	0	0	0	0
С	Total of lines 7a and 7b	0	0	0	0	0	C
8	Public Support (Substract line 7c from line 6)						216,314,757
То	tal Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9	A mounts from line 6	36,695,850	39,875,464	43,750,489	49,865,147	46,127,807	216,314,757
10a	Gross income from interest, dividends, payments received on securities loans,	7,469,688	7,518,335	8,930,589	7,286,431	3,902,717	35,107,760

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 A mounts from line 6	36,695,850	39,875,464	43,750,489	49,865,147	46,127,807	216,314,757
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	7,469,688	7,518,335	8,930,589	7,286,431	3,902,717	35,107,760
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975						0
c Add lines 10a and 10b	7,469,688	7,518,335	8,930,589	7,286,431	3,902,717	35,107,760
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on	6,045	41,288	102,573	73,406	0	223,312
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	0	0	0			0
Total Support (Add lines 9, 10c, 11 and 12)						251,645,829
14 First Five Vegra If the Form 000 is for the			E		11 (-1/2)	_ 4

First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here

15 Public Support Percentage for 2008 (line 8 column (f) divided by line 13 column (f))

Public Support Percentage for 2007 Schedule A, Part IV-A, line 27g 16

15	85 960	%
16	84	%

Computation of Investment Income Percentage

17 Investment Income Percentage for 2008 (line 10c column (f) divided by line 13 column (f))

Investment Income Percentage from 2007 Schedule A, Part IV-A, line 27h 18

17	13 951	%
18	16 0	%

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	Supplemental Information. 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: 36-2166947

Name: AMERICAN LIBRARY ASSOCIATION

Form 990, Part VII - Section Aaa

Form 990, Part VII - Section Aaa	<u> </u>										
	(C) Position (check all that apply)					I			(5)	(F)	
(A) Name and Title	(B) Average hours per week	Individual Trustee or Errector	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	
James Rettig , President	5	Х		Х				0	0	0	
Loriene Roy , Past President	5	Х		Х				0	0	0	
Camıla Alıre , President Elect	5	Х		Х				0	0	0	
Rod Hershberger , Treasurer	5	Х		Х				0	0	0	
Diane Chen , Board Member	5	Χ						0	0	0	
Charles Kratz , Board Member	5	Х						0	0	0	
Marıo Gonzalez , Board Member	5	Х						0	0	0	
Larry Romans , Board Member	5	Х						0	0	0	
Terrı Kırk , Board Member	5	Х						0	0	0	
Joseph Eagan , Board Member	5	Х						0	0	0	
Claire Knowles , Board Member	5	Χ						0	0	0	
Patricia Smith , Board Member	5	Χ						0	0	0	
Keith Fiels , Executive Director	35				Х			220,007	0	29,975	
Mary Ghikas , Senior Executive Director	35				Х			188,761	0	23,841	
Gregory Calloway , Associate Executive Director-Finance	35				х			153,626	0	34,448	
Emily Sheketoff , Associate Executive Director	35				x			142,242	0	31,914	
Don Chatham , Associate Executive Director	35				х			131,945	0	38,610	
Cathleen Bourdon , Associate Executive Director	35				х			122,089	0	28,468	
Brian Searles , Manager Advertising Sales	35					Х		217,371	0	23,190	
Alan Inouye , Director OITP	35					Х		125,018	0	21,609	
Lynne Bradley , Director ORG	35					Х		117,165	0	22,492	
Denise Davis , Director ORS	35					Х		115,585	0	26,834	
Mary Ellen Davis , Director ACRL	35					Х		113,481	0	39,369	

SCHEDULE C

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

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

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

If th	e organization answered "Ye	s," to Form 990, Part IV, Line 5		(h)) Complete Part II-B Do n	ot complete Part II-A
Na	ime of the organization ERICAN LIBRARY ASSOCIATION			Employer iden	tification number
Par	To be completed by all organizations exempt under section 501(c) and section organizations. (See the instructions for Schedule C for details.) Provide a description of the organization's direct and indirect political campaign activities in Part IV Political expenditures Volunteer hours **TIB** To be completed by all organizations exempt under section 501(c)(3). (See the for Schedule C for details.) Enter the amount of any excise tax incurred by the organization under section 4955 Enter the amount of any excise tax incurred by organization managers under section 4955 If the organization incurred in a section 4955 tax, did it file Form 4720 for this year? Was a correction made? If "Yes," describe in Part IV **IIC** To be completed by all organizations exempt under section 501(c), except section 527 exempt function so for Schedule C for details.) Enter the amount directly expended by the filing organization for section 527 exempt function activities Enter the amount of the filing organization's internal funds contributed to other organizations for section 527 exempt function activities Total of direct and indirect exempt function expenditures Add lines 1 and 2 and enter here and on Form 1120-POL, line 17b Did the filing organization file Form 1120-POL for this year? State the names, addresses and Employer Identification Number (EIN) of all section 527 political organization were made Enter the amount paid and indicate if the amount was paid from the filing organization, swich segregated fund or a political organization, swich segregated fund or a political action committee (PAC) If additional space is needed, provide information in filing organization's	527			
1	Provide a description of the or	ganızatıon's dırect and ındırect po	litical campaign act	ıvıtıes ın Part IV	
2	Political expenditures				\$
3	V olunteer hours				
Par			ot under section	501(c)(3). (See the	instructions
1	Enter the amount of any excise	e tax incurred by the organization	under section 4955		\$
2	Enter the amount of any excise	e tax incurred by organization man	agers under section	1 4955	\$
3	If the organization incurred in	a section 4955 tax, did it file Form	n 4720 for this year	?	┌ Yes ┌ No
4a	Was a correction made?		┌ Yes		
ь					
Par			ot under section	ı 501(c), except sect	ion 501(c)(3).
1	•	<u> </u>	section 527 exemp	ot function activities	\$
2	Enter the amount of the filing o				\$
3		mpt function expenditures Add III	nes 1 and 2 and ent	er here and on Form	\$
4	Did the filing organization file $oldsymbol{I}$	Form 1120-POL for this year?			☐ Yes ☐ No
5	were made Enter the amount p political contributions received	paid and indicate if the amount was d and promptly and directly delive	s paid from the filing red to a separate po	organization's own interna Hitical organization, such a	l funds or were s a separate
	(a) Name	(b) Address	(c) EIN	(d) A mount paid from filing organization's internal funds If none, enter - 0-	(e) A mount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter - 0 -

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

Cat No 50084S

Schedule C (Form 990 or 990-EZ) 2008

section 4911 tax for this year?

┌ Yes ┌ No

				i age a
To be completed by organizations exempt under section 501(c)(3) that filed Form 5768 (election under section 501(h)). (See the instructions for Schedule C for details.) A Check If the filing organization belongs to an affiliated group If the filing organization checked box A and "limited control" provisions apply Limits on Lobbying Expenditures— (The term "expenditures" means amounts paid or incurred.) 1a Total lobbying expenditures to influence public opinion (grass roots lobbying) b Total lobbying expenditures to influence a legislative body (direct lobbying) c Total lobbying expenditures (add lines 1a and 1b) d Other exempt purpose expenditures Total exempt purpose expenditures (add lines 1c and 1d) 54,331,968	68			
	(election under sec	tion 501(h)). (See the instructions for Schedule	e C for details.)	
	<u> </u>	<u> </u>		
B	Check If the filing organization	checked box A and "limited control" provisions apply		
			O rganization's	
1a	Total lobbying expenditures to influe	nce public opinion (grass roots lobbying)	0	
b	Total lobbying expenditures to influe	nce a legislative body (direct lobbying)	503,747	
c	Total lobbying expenditures (add line	es 1a and 1b)	503,747	
d	Other exempt purpose expenditures	53,828,221		
e	e Total exempt purpose expenditures (add lines 1c and 1d)		54,331,968	
f	f Lobbying nontaxable amount Enter the amount from the following table in both columns—		1,000,000	
	If the amount on line 1e, column (a) 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		
_	Craceroote poptavable amount (onto	r 35% of line 16	350,000	
_	Grassroots nontaxable amount (ente	·	250,000	
h	Subtract line 1g from line 1a Enter -	0- if line g is more than line a	0	
i	Subtract line 1f from line 1c Enter - (O- if line f is more than line c	0	

4-Year Averaging Period Under Section 501(h) (Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 1a through 1f of the instructions.)

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting

	Lobbying Expenditures During 4-Year Averaging Period								
	Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) Total			
2a	Lobbying non-taxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000			
b	Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000			
c	Total lobbying expenditures	228,981	250,233	439,511	503,747	1,422,472			
_d	Grassroots non-taxable amount	250,000	250,000	250,000	250,000	1,000,000			
e 	Grassroots ceiling amount (150% of line d, column (e))					1,500,000			
f	Grassroots lobbying expenditures	0	0	0	0	0			

	chedule C (Form 990 or 990-EZ) 2008 Part II-B To be completed by organizations exempt under				ed F		age 3
	5768 (election under section 501(h)). (See the I	nstructions for Schedule C for d					
			(a	1)	 	(b)	
		Y	'es	No	A	moun	it
1	legislation, including any attempt to influence public opinion on a legisla referendum, through the use of			1			
					l		
Ь		on lines c through 1)?					
С							
d					<u> </u>		
e	, .				<u> </u>		
f					<u> </u>		
g		· ·					
	h Rallies, demonstrations, seminars, conventions, speeches, lectures, or	any other means?			<u> </u>		
i	•				<u> </u>		
j							
2a	 11 Did the activities in line 1 cause the organization to be not described in 	section 501(c)(3)?			I		
	b If "Yes" enter the amount of any tax incurred under section 4912						
		under section 4912					
	d If the filing organization incurred a section 4912 tax, did it file Form 47						
	art III-A To be completed by all organizations exempt u		ion	501(6	.)(5)	Or	
	section 501(c)(6). (See the instructions for Schedu						
	Warranibatantially all (000) or mana) dues reserved mandady at blacky				-	Yes	No
1	, ,			\vdash	2		-
2	, , , , , , , , , , , , , , , , , , , ,			-	3		
3	3 3 , , 3 1			F01/a		\	<u> </u>
1	art III-B To be completed by all organizations exempt u section 501(c)(6) if BOTH Part III-A, questions 1 question 3 is answered "Yes." (See the instruction Dues, assessments and similar amounts from members	L and 2 are answered "No" C	OR if				
2	,	not include amounts of political	-	т э			
_	expenses for which the section 527(f) tax was paid).	not include amounts of political					
а				2a \$			
	b Carryover from last year			2b\$			
c	c Total		-	2c \$			
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nonded	uctible section 162(e) dues		3 \$			
4	If notices were sent and the amount on line 2c exceeds the amount on l	ine 3, what portion of the excess	-				
	does the organization agree to carryover to the reasonable estimate of	nondeductible lobbying and political					
	expenditure next year?		<u> </u>	4 \$			
5	<u> </u>	nus 3 and 4)	\bot	5 \$			
Pa	Part IV Supplemental Information						
	Complete this part to provide the descriptions required for Part I-A, line 1, F Also, complete this part for any additional information	Part I-B, line 4, Part I-C, line 5, and P	art II	l-B, lıne	11		
	Ident if ier Ret urn Reference	Explanat io	'n				

Part IV Supplemental I	nformation	
Ident if ier	Return Reference	Explanation

Schedule C (Form 990 or 990EZ) 2008

OMB No 1545-0047

Open to Public Inspection

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

Employer identification number Name of the organization AMERICAN LIBRARY ASSOCIATION 36-2166947 Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6. (a) Donor advised funds (b) Funds and other accounts Total number at end of year Aggregate Contributions to (during year) 3 Aggregate Grants from (during year) Aggregate value at end of year Did the organization inform all donors and donor advisors in writing that the assets held in donor advised □ No funds are the organization's property, subject to the organization's exclusive legal control? Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7 Purpose(s) of conservation easements held by the organization (check all that apply) Preservation of land for public use (e.g., recreation or pleasure) Preservation of an historically importantly land area Preservation of certified historic structure Protection of natural habitat Preservation of open space Complete lines 2a-2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year Held at the End of the Year 2a Total number of conservation easements h 2b Total acreage restricted by conservation easements 2c c Number of conservation easements on a certified historic structure included in (a) 2d d Number of conservation easements included in (c) acquired after 8/17/06 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during 3 Number of states where property subject to conservation easement is located Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? Staff or volunteer hours devoted to monitoring, inspecting and enforcing easements during the year 🕨 7 A mount of expenses incurred in monitoring, inspecting, and enforcing easements during the year 🕨 \$

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

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

Does each conservation easement reported on line 2(d) above satisfy the requirements of section

- If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items
- If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items
 - (i) Revenues included in Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

170(h)(4)(B)(ı) and 170(h)(4)(B)(ıı)?

► \$

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

Revenues included in Form 990, Part VIII, line 1

Assets included in Form 990, Part X

For Paperwork Reduction Act Notice, see the Intructions for Form 990 Cat No 52283D Schedule D (Form 990) 2008

Part	***	Organizations Maintaining Co	llections of Art,	His	<u>tori</u>	<u>cal Treasu</u>	ires, or Oth	<u>ier Simila</u>	<u>r Asse</u>	ts (co	ntınued)
3		ng the organization's accession and other is (check all that apply)	r records, check any	of th	e foll	owing that ar	e a sıgnıfıcani	use of its co	ollection	ı	
а	Γ	Public exhibition		d	Γ	Loan or exc	hange prograr	ns			
b	Γ	Scholarly research		e	Γ	Other					
С	Γ	Preservation for future generations									
4		ride a description of the organization's co XIV	ollections and explair	n how	v they	further the o	organization's	exempt purp	ose in		
5		ng the year, did the organization solicit o ets to be sold to raise funds rather than t						ımılar	Γ	Yes	┌ No
Par	t IV	Trust, Escrow and Custodial A Part IV, line 9, or reported an an					ınızatıon ans	swered "Ye	s" to Fo	orm 99	90, ———
1a		ne organization an agent, trustee, custod uded on Form 990, Part X?	ian or other intermed	lary	for c	ontributions	or other asset	s not	Γ	Yes	┌ No
b	If"Y	es," explain why in Part XIV and comple	te the following table	1							
									A mou	nt	
С	Beg	inning balance					10	:			
d	Add	litions during the year					10	1			
е	Dist	tributions during the year					10				
f	End	ıng balance					11	•			
2a	Dıd	the organization include an amount on Fo	orm 990, Part X, line	21?					Γ	Yes	∏ No
		es," explain the arrangement in Part XIV									
Pa	rt V	Endowment Funds. Complete	f the organization (a)Current Year		were)Prior		Form 990, P vo Years Back			\Eaur Va	arc Back
1a	Bea	inning of year balance	31,622,075	(D	PHOL	real (C)	VO TEALS DACK	d)Tillee feats	back (e	Jroui 16	als back
ь		tributions	323,110								
c		estment earnings or losses	-2,134,334								
d		nts or scholarships	191,974								
e		er expenditures for facilities	175,980								
	and	programs									
f	Adn	ninistrative expenses	52,025								
g		of year balance	29,390,872								
2	Prov	ride the estimated percentage of the yea	r end balance held as	;							
а	Boar	rd designated or quasi-endowment 🕨	58 %								
b	Perr	nanent endowment 🕨 2 %									
c	Terr	m endowment ▶ 40 %									
3a		there endowment funds not in the posses inization by	ssion of the organizat	ion t	hat a	re held and a	idministered f	or the		Yes	No
		inrelated organizations							3a(i)	163	No.
		related organizations							3a(ii)		No
b	If"Y	es" to 3a(II), are the related organization	ns listed as required	on S	ched	ule R?			3b		
4		cribe in Part XIV the intended uses of th									
Par	t VI	Investments—Land, Buildings	s, and Equipmen	t. S	ee F	orm 990, P	art X, line 10).	1		
		Description of investment				Cost or other (Investment)	(b)Cost or other basis (other)	(c) Depreci	ation	(d) Boo	k value
1a	Land					2,443,394	(2,443,394
b	Buıldı	ngs				13,491,697		6,79	99,404	(5,692,293
c	Lease	ehold improvements				0)	0		0
d	Equip	ment				13,958,579	(11,14	19,212		2,809,367
e	Other		<u> </u>			2,094,49	5 (37	74,283	:	1,720,212

Part VII Investments—Other Securities. See	Form 990, Part X, line 1	2.	
(a) Description of security or cateory (including name of security)	(b)Book value		d of valuation year market value
Financial derivatives and other financial products			
Closely-held equity interests			
Other			
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)			
Part VIII Investments Program Polated Soc	o Form 000 Dart V Juno	12	
Part VIII Investments—Program Related. See			d of valuation
(a) Description of investment type	(b) Book value		year market value
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)			
Part IX Other Assets. See Form 990, Part X, III			/h) Daalawalaa
(a) Descrip	otion		(b) Book value
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1	(5.)		
Part X Other Liabilities. See Form 990, Part X			
(a) Description of Liability	(b) A mount		
Federal Income Taxes	0		
Postretirement Benefits	15,917,490		
Total. (Column (b) should equal Form 990, Part X, col (B) line 25) ▶	15,917,490		

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	50,030,524
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	57,478,062
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-7,447,538
4	Net unrealized gains (losses) on investments	4	992,945
5	Donated services and use of facilities	5	0
6	Investment expenses	6	0
7	Prior period adjustments	7	0
8	Other (Describe in Part XIV)	8	-198,360
9	Total adjustments (net) Add lines 4 - 8	9	794,585
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	-6,652,953
Par	Reconciliation of Revenue per Audited Financial Statements With Revenue p	er R	eturn
1	Total revenue, gains, and other support per audited financial		54,219,467
	statements	1	
2	A mounts 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)		
e	Add lines 2a through 2d	2e	154,703
3	Subtract line 2e from line 1	3	54,064,764
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
а	Investment expenses not included on Form 990, Part VIII, line 7b . 4a 0		
Ь	Other (Describe in Part XIV)		
C	Add lines 4a and 4b	4c	-4,034,240
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	50,030,524
1	Reconciliation of Expenses per Audited Financial Statements With Expenses Total expenses and losses per audited financial statements	s per 1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25	-	57,994,690
² a	Donated services and use of facilities		
b	Prior year adjustments	1	
c	Losses reported on Form 990, Part IX, line 25	1	
d	Other (Describe in Part XIV)		
e	Add lines 2a through 2d	2e	516,628
3	Subtract line 2e from line 1	3	57,478,062
4	A mounts included on Form 990, Part IX, line 25, but not on line 1:	ا ا	37,170,002
· a	Investment expenses not included on Form 990, Part VIII, line 7b 4a 0		
ь	Other (Describe in Part XIV)	1	
c	Add lines 4a and 4b	4c	0
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	57,478,062
_			1 27,7702

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

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part XIV, lines 1b and 2b, Part V, line 4, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

	Return Reference	Explanation			
SchD_P05_S00_L04	Schedule D, Part V, Line 4	To hold, invest, reinvest and disburse funds to further the mission of the Association			
SchD_P10_S00_L00	Schedule D, Part X	In July 2006, the FASB issued Interpretation NO 48 FIN 48 requires that realization of an uncertain income tax position must be more likely than not before it can be recognized in the financial statements. Furthermore, FIN 48 prescribes the benefit to be recorded in the financial statements as the amount most likely to be realized assuming a review by tax authorities having all relevant information and applying current conventions. FIN 48 also clarifies the financial statement classification to tax-related penalties and interest and sets forth new disclosures regarding unrecognized tax benefits. The Association adopted FIN 48 for the year ended August 31, 2008. This change yielded no impact on the consolidated financial statements.			
SchD_P11_S00_L08	Schedule D, Part XI, Line 8	Change in value of swap agreement related to tax-exempt bonds			
SchD_P12_S00_L02d	Schedule D, Part XII, Line 2d	Revenues from ALA/APA			
SchD_P12_S00_L04b	Schedule D, Part XII, Line 4b	Unrealized losses 3,687,561 and cost of goods sold 346,679			
SchD_P13_S00_L02d	Schedule D, Part XIII, Line 2d	Expenses from ALA/APA 169,949, cost of goods sold 346,679			

efile GRAPHIC print - DO NOT PROCESS | As Filed Data -

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

DLN: 93493195002100

OMB No 1545-0047

2008

Schedule I (Form 990) 2008

Department of the Treasury

AMERICAN LIBRARY ASSOCIATION

Schedule I

(Form 990)

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

> Open to Public Inspect ion

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

Employer identification number 36-2166947

Part I General Inform	mation on Grai	nts and Assistance)			•	
 Does the organization mathematics the selection criteria use Describe in Part IV the organization 	d to award the grar	nts or assistance?					✓ Yes I
Part II Grants and Ot Form 990, Part I Part IV and Sch	her Assistance IV, line 21 for ar edule I-1 if addit	to Governments by recipient that receptional space is	and Organizations erved more than \$5,0	in the United Sta 00. Check this box	tes. Complete if the of the office of the of	eived more than \$5,	d "Yes" on 000. Use
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)		(h) Purpose of grant or assistance
2 Enter total number of seconganizations		=			•		
3 Enter total number of oth	er organizations .						•

Cat No 50055P

Part III Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a)Type of grant or assistance	(b) Number of recipients	(c) 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
Division Scholarships	12	89,422	0	N/A	N/A
Schneider A wards	4	20,000	0	N/A	N/A
Boyd Military Award	1	5,000	0	N/A	N/A
Spectrum Diversity Scholars	182	735,882	0	N/A	N/A
Carnegie I Love My Librarian	10	54,000	0	N/A	N/A
Hoy Awards	3	7,500	o	N/A	N/A
Greenwood A ward	1	5,000	0	N/A	N/A

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
SchI_P01_S00_L02		Recipients of disbursements from the American Library Association are those individuals and units engaged in the furtherance of the dissemination of information of value to the profession. The disbursements are authorized by officers, division heads and unit heads and are in compliance with the rules laid down by the executive board, council and rules and bylaws of the association. Recipients, where appropriate, report to the Association on the progress of their studies and completion of projects.

efile GRAPHIC print - DO NOT PROCESS

As Filed Data -

DLN: 93493195002100

OMB No 1545-0047

2008

Schedule J (Form 990)

Internal Revenue Service

Department of the Treasury

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.

Open to Public Inspection

Name of	t he organizat ion	
AMERICAN	LIBRARY ASSOCIATION	

Employer identification number

36-2166947

Pa	rt I Questions Regarding Compensatio	n				
					Yes	Νo
1a	Check the appropriate box(es) if the organization pro 990, Part VII, Section A, line 1a Complete Part II					
	First class or charter travel		Housing allowance or residence for personal use			
	Travel for companions	Γ	Payments for business use of personal residence			
	Tax idemnification and gross-up payments	Г	Health or social club dues or initiation fees			
	Discretionary spending account	Γ	Personal services (e g , maid, chauffeur, chef)			
b	If line 1a is checked, did the organization follow a w provision of all the expenses described above? If "I			1b		
2	Did the organization require substantiation prior to					
	officers, directors, trustees, and the CEO/Executiv	e Direct	or, regarding the items checked in line 1a/	2		
3	Indicate which, if any, of the following the organizat organization's CEO/Executive Director Check all t		·			
	Compensation committee	굣	Written employment contract			
	Independent compensation consultant	굣	Compensation survey or study			
	Form 990 of other organizations	ন	Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990,	Part V I	I, Section A, line 1a			
а	Receive a severance payment or change of control	paymen	t?	4a		Νo
b	Participate in, or receive payment from, a suppleme	ntal nor	nqualified retirement plan?	4b		Νo
c	Participate in, or receive payment from, an equity-b	ased co	ompensation arrangement?	4c		Νo
	If "Yes" to any of lines 4a-c, list the persons and p	rovide tl	he applicable amounts for each item in Part III			
	501(c)(3) and 501(c)(4) organizations only must co	mplete	lines 5-8.			
5	For persons listed in form 990, Part VII, Section A compensation contingent on the revenues of	, lıne 1a	, did the organization pay or accrue any			
а	The organization?			5a		Νo
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	, lıne 1a	, did the organization pay or accrue any			
а	The organization?			6a		Νo
b	Any related organization?			6b		Νo
	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			R		N o

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

l								
(A) Name		(B) Breakdown of	f W-2 and/or 1099-MIS	SC compensation	(C) Deferred	(D) Nontaxable	(E) Total of columns	(F) Compensation reported in prior Form
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other compensation	compensation	benefits	(B)(ı)-(D)	990 or Form 990-EZ
Keith Fiels	(ı) (ıı)	220,007 0	0	0	20,500	9,475 0	249,982	0
Mary Ghikas	(ı) (ıı)	188,761 0	0	0	11,099	12,7 4 2 0	212,602	0
Gregory Calloway	(ı) (ıı)	153,626 0	0	0	20,500	13,948 0	188,074	0
Emily Sheketoff	(ı) (ıı)	142,242 0	0	0	20,500	11,414	174,156	0
Don Chatham	(ı) (ıı)	131,945 0	0	0	20,500	18,110 0	170,555	0
Cathleen Bourdon	(ı) (ıı)	122,089 0	0	0	20,500	7,968 0	150,557	0
Brian Searles	(ı) (ıı)	217,371 0	0	0	3,578	19,612	240,561	0 0
Mary Ellen Davis	(ı) (ıı)	113,481 0	0	0	20,500	18,869 0	152,850	0
	(i) (ii)							
	(i)						-	1
	(ii)							
	(ii) (i)				-		<u> </u>	•
	(ii)							1

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	Explanat ion
-		
	•	

efile GRAPHIC print - DO NOT PROCESS | As Filed Data -

DLN: 93493195002100

OMB No 1545-0047

Supplemental Information on Tax Exempt Bonds

Department of the Treasury Internal Revenue Service

Schedule K

(Form 990)

To be completed by organizations that answered "Yes" to Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Schedule O.

Open to Public **Inspection**

NAME OF THE ORGANIZATION										Employer identification number						
AMERICAN LIBRARY ASSOCIATION										36-2166	947					
P	art I Bond Issues (Requ	ired for 2008)														
	(a) Issuer Name	(b) Issuer EIN	(c) CUSIP #	(d) Date	Issued	(e) Issue	Price	(f) Des	(f) Description of Purpose		(g) Def	g) Defeased Be)On nalf of suer		
											Yes	No	Yes	No		
A	District of Columbia		254839H63	02-01-	2005	3,:	175,000	Purchase of Office Condo		lo		х		×		
Pa	rt II Proceeds (Optional	for 2008)			l						1					
					A B C			D	D E							
1	Total Proceeds of Issue															
2	Gross Proceeds in Reserve Fi	unds														
3	Proceeds in Refunding or Defe	easance Escrows														
4	Other Unspent Proceeds															
5	Issuance Costs from Proceeds															
6	Working Capital Expenditures from Proceeds															
7	Capital Expenditures from Pro	oceeds						1								
8	Year of Substantial Completion	on							L							
				Yes	No	Yes	No	Yes	No	Yes	No	Yes	,	No		
9	Were the bonds issued as par	t of a current refunding is:	sue?													
10	Were the bonds issued as par	t of an advance refunding	ıssue?													
11	Has the final allocation of pro	ceeds been made?														
12	Does the organization mainta final allocation of proceeds?	ın adequate books and rec	cords to support the													
Pa	rt IIII Private Business l	Jse (Optional for 2008)	1												
					4	E	3		:	D	١		Ę			
				Yes	No	Yes	No	Yes	No	Yes	No	Yes	<u>; </u>	No		
1	Was the organization a partne which owned property finance		ember of an LLC,													
2	Are there any lease arrangem which may result in private bu		inanced property													

Schedule K (Form 990) 2008	· · · · · · · · · · · · · · · · · · ·
Part III Private Business Use	(Continued)

		A B		3	С		ı	D		E	
			No	Yes	No	Yes	No	Yes	No	Yes	No
3a	Are there any management or service contracts with respect to the financed property which may result in private business use?										
3b	Are there any research agreements with respect to the financed property which may result in private business use?										
3с	Does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts or research agreements relating to the financed property?										
4	Enter the percentage of financed property used in a private business use by entities other than a 501(c)(3) organization or a state or local government										
5	Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another 501(c)(3) organization, or a state or local government										
6	Total of lines 4 and 5										
7	Has the organization adopted management practices and procedures to ensure the post-issuance compliance of its tax-exempt bond liabilities?										
Pai	rt IV Arbitrage (Optional for 2008)									_	
		ı	Ą	В		С		D		1	E
	,	Yes	No								
1	Has a Form 8038-T been filed wth respect to the bond issue?										
2	Is the bond issue a variable rate issue?										
3a	Has the organization or the government issuer identified a hedge with respect to the bond issue on its books and records?										
b	Name of provider										
c	Term of hedge										
4a	Were gross proceeds invested in a GIC?										
b	b Name of provider										
С	Term of GIC										
d	Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?										
5	Were any gross proceeds invested beyond an available temporary period?										
6	Did the bond issue qualify for an exception to rebate?										

SCHEDULE 0

(Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990

responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047 ▶ Attach to Form 990. To be completed by organizations to provide additional information for

Inspection

Name of the organization AMERICAN LIBRARY ASSOCIATION **Employer identification number**

36-2166947

ldentifier	Return Reference	Explanation
F990_P03_S00_L04d	Form 990, Part III, Line 4d	Other program service accomplishment details are on the attached schedule for part III

ldentifier	Return Reference	Explanation
F990_P06_S0A_L06	Form 990, Part VI, Section A, Line 6	The organization is a stockless corporation governed by its membership

Identifier Return Reference		Explanation					
F990_P06_S0A_L07a	Form 990, Part VI, Section A, Line 7a	The organization's members elect the governing body, the executive board					

ldentifier	Return Reference	Explanation						
F990_P06_S0A_L10		Form 990 is provided electronically in PDF format to the executive committee of the executive board for review prior to filing						

l	ldentifier	Return Reference	Explanation
			Executive board members are required to annually to sign and submit a conflict of interest policy All Association employees including key employees are required to sign a conflict of interest statement upon employment. An annual affirmation of the policy is planned

ldentifier	Return Reference	Explanation
F990_P06_S0B_L15	Form 990, Part VI, Section B, Line 15	The compensation level for the executive director, key employees and all other staff are approved by the executive board in the annual budget. The executive director has a written employment contract. Compensation levels are determined with reference to other compatable organizations through a review of Form 990 and existing compensation surveys/studies. The compensation level is approved by the executive board.

ldentifier	Return Reference	Explanation
F990_P06_S0C_L19	Form 990, Part VI, Section C, Line 19	The organization makes its governing documents available on-line and conflict of interest policy, Form 990 and 990T and financial statements are available to the public upon receipt of written request

Identifier Return Reference		Explanation							
F990_P07_S0A_L01b	Form 990, Part VII, Section A, Line 1b	There was no reportable compensation from a related organization to any individual listed in Part VII							

ldentifier	Return Reference	Explanation
SchR_P05_S00_L02		Part V 1n sharing of paid employees includes the salary for the director of the related organization as reflected on Form W-2, box 1

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

DLN: 93493195002100

OMB No 1545-0047 2008

Open to Public Inspection

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 AMERICAN LIBRARY ASSOCIATION		Employer identification number				
Part I Identification of Disregarded Entities				36-2166947		
(A) Name, address, and EIN of disregarded entity	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Total income Ei	(E) nd-of-year assets	(F) Direct controlling entity	
Part II Identification of Related Tax-Exempt Organizat	tions					
(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Exempt Code section	(E) Public charity status (if section 501(c)(3))	(F) Direct controlling entity	
ALA Allied Professional Organization						
50 East Huron St Chicago, IL606112795 32-0077152	Promotion of Librarians	IL	501 (C) (6)		N/A	

Cat No 50135Y

(A) Name, address, and EIN of related organization	Prim	(B) nary activity	(C) Legal domicile (state or foreign country)	(D) Direct controlling entity	incom	(E) lominant le(related, lestment, related)	Share	(F) e of total income	(G) Share of end-of- year assets	(H Disprop allocat	l) ortionate tions?	(I) Code V—UBI amount on Box 20 of K-1	Gene mana part	agıng
										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)		(D) Direct contro	olling	(E) Type of entity (C corp, S corp or trust)	(F) Share of total income	end	(G) hare of l-of-yea assets	(H) Percentage r ownership		

(5)

(6)

Part V	Transactions with Related Organizations
Not e.	omplete line 1 if any entity is listed in Parts II. III or IV

	Note. Complete line 1 if any entity is listed in Parts 11, 111 or 1V				res	NO
LDi	During the tax year, did the orgranization engage in any of the following transactions with one or more related	d organizations listed in Parts II-IV	7			
а	a Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity			1a		No
b	b Gıft, grant, or capıtal contribution to other organization(s)			1b		No
c	c Gıft, grant, or capıtal contribution from other organization(s)			1c		No
d	d Loans or loan guarantees to or for other organization(s)			1d		No
e	e Loans or loan guarantees by other organization(s)			1e		No
f	f Sale of assets to other organization(s)			1f		No
g Purchase of assets from other organization(s)						
h	h Exchange of assets			1h		No
i	i Lease of facilities, equipment, or other assets to other organization(s)			1i		No
j	j Lease of facilities, equipment, or other assets from other organization(s)			1j		No
k	k Performance of services or membership or fundraising solicitations for other organization(s)			1k	Yes	
ı	Performance of services or membership or fundraising solicitations by other organization(s)			11		No
m	m Sharing of facilities, equipment, mailing lists, or other assets			1m	Yes	
n Sharing of paid employees						
0	o Reimbursement paid to other organization for expenses			1o		No
p Reimbursement paid by other organization for expenses						No
a	q Other transfer of cash or property to other organization(s)			1q		No
r Other transfer of cash or property from other organization(s)						
	If the answer to any of the above is "Yes," see the instructions for information on who must complete this	line, including covered relationships	s and transaction thresholds			
	(A) Name of other organization(s)	(B) Transaction type(a-r)	(C) Amount Involved			
(1)	L) ALA Allied Professional Organization	n			72,14	6
2)						
3)	3)					
4)						
7)						

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

	T	ı	(5)		· -			1	1					
(A) Name, address, and EIN of entity	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Are all partners section 501(c)(3) organizations?		partners section		(D) Are all partners section 501(c)(3) organizations?		(E) Share of end-of-year assets	(F) Dispropition allocations?		(G) Code V—UBI amount on Box 20 of K-1	(H) General o managing partner?	
			Yes	No		Yes	No		Yes	No				
	1	1				ı		1						