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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

2009

Open to Public Inspection

A For the 2009 calendar year, or tax year beginning 01-01-2009 and ending 12-31-2009

B Check if applicable:  
☐ Address change  
☐ Name change  
☐ Initial return  
☐ Terminated  
☐ Amended return  
☐ Application pending

C Name of organization  
HADASSAH THE WOMEN'S ZIONIST ORG OF AMERICA INC  
Doing Business As  
Number and street (or P O box if mail is not delivered to street address)  
50 WEST 58TH STREET  
Room/suite  
City or town, state or country, and ZIP + 4  
NEW YORK, NY 10019

D Employer identification number  
13-1656651  
E Telephone number  
(212) 355-7900  
G Gross receipts \$ 46,456,585

F Name and address of principal officer  
LARRY BLUM COO  
50 WEST 58TH STREET  
NEW YORK,NY 10019

H(a) Is this a group return for affiliates?  
☐ Yes ☒ No  
H(b) Are all affiliates included?  
☐ Yes ☐ No  
If "No," attach a list (see instructions)  
H(c) Group exemption number

I Tax-exempt status  
☒ 501(c) ( 3 ) ☐ (Insert no )  
☐ 4947(a)(1) or ☐ 527

J Website: WWW.HADASSAH.ORG

K Form of organization  
☒ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation 1922

M State of legal domicile NY

Part I Summary

Activities & Governance  
1 Briefly describe the organization's mission or most significant activities  
IN ISRAEL, WE SUPPORT HEALTHCARE, EDUCATION, YOUTH PROGRAMS AND LAND DEVELOPMENT IN THE US, WE ENHANCE THE QUALITY OF AMERICAN AND JEWISH LIFE  
2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets  
3 Number of voting members of the governing body (Part VI, line 1a) 13  
4 Number of independent voting members of the governing body (Part VI, line 1b) 13  
5 Total number of employees (Part V, line 2a) 37  
6 Total number of volunteers (estimate if necessary) 13  
7a Total gross unrelated business revenue from Part VIII, column (C), line 12 655,27  
7b Net unrelated business taxable income from Form 990-T, line 34

Revenue  
8 Contributions and grants (Part VIII, line 1h) 19,814,552  
9 Program service revenue (Part VIII, line 2g) 6,898,984  
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d ) -619,051  
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 2,266,743  
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) 28,361,228  
Expenses  
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3 ) 4,969,040  
14 Benefits paid to or for members (Part IX, column (A), line 4) 0  
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) 9,575,585  
16a Professional fundraising fees (Part IX, column (A), line 11e) 11,040  
16b Total fundraising expenses (Part IX, column (D), line 25) 647,147  
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f) 18,310,109  
18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25) 32,865,774  
19 Revenue less expenses Subtract line 18 from line 12 -4,504,546  
Net Assets or Fund Balances  
20 Total assets (Part X, line 16) 98,266,525  
21 Total liabilities (Part X, line 26) 10,259,114  
22 Net assets or fund balances Subtract line 21 from line 20 88,007,411

Part II Signature Block  
Sign Here Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge  
Signature of officer ELLYN LYONS NATIONAL TREASURER Date 2010-11-09  
Paid Preparer's Use Only Preparer's signature Date Check if self-employed Preparer's identifying number (see instructions)  
Firm's name (or yours if self-employed), address, and ZIP + 4 KPMG LLP 345 Park Avenue New York, NY 101540102 EIN Phone no (212) 758-9700

Part III

Statement of Program Service Accomplishments

1 Briefly describe the organization’s mission

SEE SCHEDULE O

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

If “Yes,” describe these new services on Schedule O

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

If “Yes,” describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization’s three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

|    |  |
|----|--|
| 4a | (Code ) (Expenses \$ 6,832,373 including grants of \$ 1,801 ) (Revenue \$ )  |
|    | MEMBERSHIP SERVICES - OFFERS SUPPORT AND ADVISORY SERVICES FOR NEARLY 300,000 MEMBERS/VOLUNTEERS THROUGHOUT 1,052 UNITS AROUND THE WORLD TO FURTHER THEIR CHARITABLE PROGRAMMING IN THE UNITED STATES, HADASSAH MEMBERS ARE ENGAGED IN A VARIETY OF EDUCATIONAL, ADVOCACY, AND COMMUNITY SERVICE INITIATIVES |

|    |   |
|----|---|
| 4b | (Code ) (Expenses \$ 1,895,894 including grants of \$ 7,675 ) (Revenue \$ )   |
|    | EDUCATION/PUBLIC POLICY-DEVELOPMENT OF PROGRAMS FOR USE BY CHAPTERS INCLUDING EDUCATION ON JEWISH, ZIONIST, AMERICAN AND INTERNATIONAL AFFAIRS, AND WOMEN'S HEALTH EDUCATION EDUCATION SERVICES INCLUDE WOMEN'S HEALTH SEMINARS, PROGRAMS FOR FAMILIES TO LEARN JEWISH TRADITION AND RITUALS, AND HEBREW LANGUAGE CLASSES HADASSAH MEMBERS ALSO HELP TO SHAPE PUBLIC POLICY THROUGH ADVOCACY WORK ON ISSUES, INCLUDING US-ISRAEL RELATIONS, WOMEN'S HEALTH, SEPARATION OF CHURCH AND STATE, DISCRIMINATION ISSUES, AND PRIVACY IN COMMUNITIES NATIONWIDE, HADASSAH MEMBERS LEAD VOLUNTEER PROGRAMS, INCLUDING LITERACY TUTORING, HOLIDAY VISITS TO THE FRAIL AND ELDERLY, AND DOMESTIC VIOLENCE EDUCATION |
















|    |   |
|----|---|
| 4c | (Code ) (Expenses \$ 2,668,834 including grants of \$ ) (Revenue \$ 137,989 )   |
|    | MARKETING AND COMMUNICATION-PROVIDE SUPPORT SERVICES FOR NATIONAL OFFICE INITIATIVES THROUGH CREATIVE SERVICES, PUBLIC RELATIONS, VIDEO AND MARKETING |

|    |  |
|----|--|
| 4d | Other program services (Describe in Schedule O ) <b>See also Additional Data for Description</b> |
|    | (Expenses \$ 15,974,949 including grants of \$ 7,572,661 ) (Revenue \$ 10,182,425 )              |

|    |   |
|----|---|
| 4e | <b>Total program service expenses</b> \$ 27,372,050 |
|----|---|

Part IV

Checklist of Required Schedules

|     |   | Yes | No  |
|-----|---|-----|-----|
| 1   | Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A    | 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   | No  |
| 4   | <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II   | 4   | Yes |
| 5   | <b>Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.</b> 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 similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I   | 6   | No  |
| 7   | Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II                                      | 7   | No  |
| 8   | Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III    | 8   | No  |
| 9   | Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV  | 9   | No  |
| 10  | Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V   | 10  | Yes |
| 11  | Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.   | 11  | Yes |
|     | ◆ Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.  |     |     |
|     | ◆ Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.  |     |     |
|     | ◆ Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.  |     |     |
|     | ◆ Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.   |     |     |
|     | ◆ Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.  |     |     |
|     | ◆ Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? If "Yes," complete Schedule D, Part X.   |     |     |
| 12  | Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII    | 12  | No  |
| 12A | Was the organization included in consolidated, independent audited financial statements for the tax year?   | Yes | No  |
|     | If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional  12A  | Yes |     |
| 13  | Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E   | 13  | No  |
| 14a | Did the organization maintain an office, employees, or agents outside of the United States?   | 14a | Yes |
| b   | Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If "Yes," complete Schedule F, Part I                          | 14b | Yes |
| 15  | Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the U S? If "Yes," complete Schedule F, Part II    | 15  | Yes |
| 16  | Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the U S? If "Yes," complete Schedule F, Part III    | 16  | No  |
| 17  | Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I   | 17  | No  |
| 18  | Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II  | 18  | No  |
| 19  | Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III  | 19  | No  |
| 20  | Did the organization operate one or more hospitals? If "Yes," complete Schedule H   | 20  | No  |

Part IV

Checklist of Required Schedules (continued)

|     |  |     |     |    |
|-----|--|-----|-----|----|
| 21  | Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> . . . . .  | 21  | Yes |    |
| 22  | Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> . . . . .   | 22  |     | No |
| 23  | Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> . . . . .                | 23  | Yes |    |
| 24a | Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to line 25</i> . . . . . | 24a |     | No |
| b   | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . .  | 24b |     |    |
| c   | Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .   | 24c |     |    |
| d   | Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . .  | 24d |     |    |
| 25a | <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> . . . . .  | 25a |     | No |
| b   | Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part II</i> . . . . .                                    | 26  |     | No |
| 27  | Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i> . . . . .            | 27  |     | No |
| 28  | Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)  |     |     |    |
| a   | A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .   | 28a |     | No |
| b   | A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .  | 28b |     | No |
| c   | An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or owner? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .   | 28c |     | No |
| 29  | Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> . . . . .  | 29  |     | No |
| 30  | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> . . . . .  | 30  |     | No |
| 31  | Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> . . . . .  | 31  |     | No |
| 32  | Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> . . . . .  | 32  |     | No |
| 33  | Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> . . . . .  | 33  | Yes |    |
| 34  | Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i> . . . . .   | 34  | Yes |    |
| 35  | Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> . . . . .   | 35  | Yes |    |
| 36  | <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> . . . . .   | 36  |     | No |
| 37  | Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> . . . . .   | 37  |     | No |
| 38  | Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .   | 38  | Yes |    |

Part V

Statements Regarding Other IRS Filings and Tax Compliance

|   |  |   | Yes | No  |
|---|--|---|-----|-----|
| 1a  | Enter the number reported in Box 3 of Form 1096, <i>Annual Summary and Transmittal of U.S. Information Returns</i> . Enter -0- if not applicable . . . . .   | 1a  | 123 |     |
|   | b  | Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable | 1b  |     |
| c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .  |  |   | 1c  |     |
| 2a  | Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return . . . . .  | 2a  | 371 |     |
|   | b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?<br><b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions) |   |     |     |
| 3a Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return? . . . . .   |  |   | 3a  | 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 authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? . . . . .                           |  |   | 4a  | Yes |
| b If "Yes," enter the name of the foreign country: CJ , IS , UK<br>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  | No  |
| b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  |  |   | 5b  | No  |
| c If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction? . . . . .   |  |   | 5c  |     |
| 6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible? . . . . .  |  |   | 6a  | No  |
| b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .   |  |   | 6b  |     |
| 7 Organizations that may receive deductible contributions under section 170(c).   |  |   |     |     |
| a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? . . . . .   |  |   | 7a  | Yes |
| b If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .   |  |   | 7b  | Yes |
| c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .  |  |   | 7c  | No  |
| d If "Yes," indicate the number of Forms 8282 filed during the year . . . . .   |  |   | 7d  |     |
| e Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? . . . . .   |  |   | 7e  | No  |
| f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . . .  |  |   | 7f  | No  |
| g For all contributions of qualified intellectual property, did the organization file Form 8899 as required? . . . . .  |  |   | 7g  |     |
| h For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required? . . . . .   |  |   | 7h  |     |
| 8 Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year? . . . . . |  |   | 8   |     |
| 9 Sponsoring organizations maintaining donor advised funds.   |  |   |     |     |
| a Did the organization make any taxable distributions under section 4966? . . . . .   |  |   | 9a  |     |
| b Did the organization make a distribution to a donor, donor advisor, or related person? . . . . .  |  |   | 9b  |     |
| 10 Section 501(c)(7) organizations. Enter   |  |   |     |     |
| a Initiation fees and capital contributions included on Part VIII, line 12 . . . . .  |  |   | 10a |     |
| b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities   |  |   | 10b |     |
| 11 Section 501(c)(12) organizations. Enter  |  |   |     |     |
| a Gross income from members or shareholders . . . . .   |  |   | 11a |     |
| b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) . . . . .   |  |   | 11b |     |
| 12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?  |  |   | 12a |     |
| b If "Yes," enter the amount of tax-exempt interest received or accrued during the year   |  |   | 12b |     |

Part VI

Governance, Management, and Disclosure

For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Section A. Governing Body and Management

|    |   |    |     |    |
|----|---|----|-----|----|
|    |   |    | Yes | No |
| 1a | Enter the number of voting members of the governing body . . . . .  | 1a | 136 |    |
| b  | Enter the number of voting members that are independent . . . . .   | 1b | 136 |    |
| 2  | Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? . . . . .   | 2  | Yes |    |
| 3  | Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? . . . . . | 3  |     | No |
| 4  | Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?   | 4  | Yes |    |
| 5  | Did the organization become aware during the year of a material diversion of the organization's assets? . . . . .   | 5  |     | No |
| 6  | Does the organization have members or stockholders? . . . . .   | 6  | Yes |    |
| 7a | Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body? . . . . .   | 7a | Yes |    |
| b  | Are any decisions of the governing body subject to approval by members, stockholders, or other persons? . . . . .   | 7b | Yes |    |
| 8  | Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following  |    |     |    |
| a  | The governing body? . . . . .   | 8a | Yes |    |
| b  | Each committee with authority to act on behalf of the governing body? . . . . .   | 8b | Yes |    |
| 9  | Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O . . . . .        | 9  |     | No |

Section B. Policies

(This Section B requests information about policies not required by the Internal Revenue Code.)

|     |  |     |     |    |
|-----|--|-----|-----|----|
|     |  |     | Yes | No |
| 10a | Does the organization have local chapters, branches, or affiliates? . . . . .  | 10a | Yes |    |
| 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? . . . . .   | 10b | Yes |    |
| 11  | Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?   | 11  |     | No |
| 11A | Describe in Schedule O the process, if any, used by the organization to review the Form 990 . . . . .  |     |     |    |
| 12a | Does the organization have a written conflict of interest policy? If "No," go to line 13 . . . . .   | 12a | Yes |    |
| b   | Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .  | 12b | Yes |    |
| 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?   |     |     |    |
| a   | The organization's CEO, Executive Director, or top management official . . . . .   | 15a | Yes |    |
| b   | Other officers or key employees of the organization . . . . .  | 15b | Yes |    |
|     | If "Yes" to line a or b, describe the process in Schedule O (See instructions )  |     |     |    |
| 16a | Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? . . . . .  | 16a |     | No |
| b   | If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? . . . . . | 16b |     |    |

Section C. Disclosure

|    |   |   |
|----|---|---|
| 17 | List the States with which a copy of this Form 990 is required to be filed  | AL , AK , AZ , AR , CA , CT , FL , GA , IL , KS , KY , ME , MD , MI , MN , MS , NH , NJ , NM , OH , OK , OR , PA , SC , TN , UT , VA , WA , WV , WI |
| 18 | Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.<br><input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> 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.   | JODI WECHTER LEVY<br>HADASSAH 50 WEST 58TH STREET<br>NEW YORK, NY 10019<br>(212) 355-7900   |

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

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

Form **990** (2009)



|                 |           |           |         |
|-----------------|-----------|-----------|---------|
| <b>1b Total</b> | 1,227,468 | 1,186,097 | 342,529 |
|-----------------|-----------|-----------|---------|

**2** Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization▶36

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

Section B. Independent Contractors

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

| (A)<br>Name and business address  | (B)<br>Description of services | (C)<br>Compensation |
|---|--------------------------------|---------------------|
| KPMG LLP<br>345 PARK AVENUE<br>NEW YORK, NY 10154                               | AUDITING/TAX                   | 431,539             |
| FULBRIGHT AND JAWORSKI LLP<br>666 Fifth Avenue<br>NEW YORK, NY 10103            | LEGAL                          | 818,194             |
| MCKINSEY COMPANY INC<br>PO BOX 7247-7255<br>PHILADELPHIA, PA 191707255          | CONSULTANT                     | 850,000             |
| NATIONAL PUBLIC SAFETY STRATEGY GRP<br>4 ORCHARD DRIVE<br>CREAM RIDGE, NJ 08514 | SECURITY                       | 413,103             |
| SKADDEN ARPS SLATE MEAGHER FLO<br>FOUR TIMES SQUARE<br>NEW YORK, NY 100366522   | LEGAL                          | 241,086             |

**2** Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶94

Part VIII

Statement of Revenue

|   |   |   |               | (A)<br>Total revenue | (B)<br>Related or<br>exempt<br>function<br>revenue | (C)<br>Unrelated<br>business<br>revenue | (D)<br>Revenue<br>excluded from<br>tax under<br>sections<br>512, 513, or<br>514 |           |
|---|---|---|---------------|----------------------|--|---|---|-----------|
| Contributions, gifts, grants<br>and other similar amounts | 1a  | Federated campaigns . . .   | 1a            |                      |  |   |   |           |
|   | b   | Membership dues . . . . .   | 1b            | 2,549,963            |  |   |   |           |
|   | c   | Fundraising events . . . . .  | 1c            |                      |  |   |   |           |
|   | d   | Related organizations . . . . .   | 1d            | 19,010,942           |  |   |   |           |
|   | e   | Government grants (contributions)   | 1e            | 1,957                |  |   |   |           |
|   | f   | All other contributions, gifts, grants, and<br>similar amounts not included above   | 1f            | 4,818,975            |  |   |   |           |
|   | g   | Noncash contributions included in<br>lines 1a-1f \$ _____   |               |                      |  |   |   |           |
|   | h   | Total. Add lines 1a-1f . . . . .  |               | 26,381,837           |  |   |   |           |
| Program Service Revenue                                   |   |   | Business Code |                      |  |   |   |           |
|   | 2a  | REVENUE FROM YOUTH<br>MOVEMENT/OTHER PROG   | 611,710       | 10,182,425           | 10,182,425   |   |   |           |
|   | b   |   |               |                      |  |   |   |           |
|   | c   |   |               |                      |  |   |   |           |
|   | d   |   |               |                      |  |   |   |           |
|   | e   |   |               |                      |  |   |   |           |
|   | f   | All other program service revenue   |               |                      |  |   |   |           |
|   | g   | Total. Add lines 2a-2f . . . . .  |               | 10,182,425           |  |   |   |           |
| Other Revenue   | 3   | Investment income (including dividends, interest<br>and other similar amounts) . . . . .  |               |                      |  |   |   |           |
|   |   |   |               | 2,963                |  |   | 2,963   |           |
|   | 4   | Income from investment of tax-exempt bond proceeds . . .  |               | 0                    |  |   |   |           |
|   | 5   | Royalties . . . . .   |               | 208,204              |  |   | 208,204   |           |
|   | 6a  | (i) Real  |               |                      |  |   |   |           |
|   |   | (ii) Personal   |               |                      |  |   |   |           |
|   |   | Gross Rents   | 48,596        |                      |  |   |   |           |
|   |   | Less rental expenses  |               |                      |  |   |   |           |
|   | b   | Rental income or (loss)   |               |                      |  |   |   |           |
|   | c   | Net rental income or (loss) . . . . .   |               | 48,596               |  |   | 48,596  |           |
|   | 7a  | (i) Securities  |               |                      |  |   |   |           |
|   |   | (ii) Other  |               |                      |  |   |   |           |
|   |   | Gross amount from sales of<br>assets other than inventory   | 189,274       |                      |  |   |   | 8,650,000 |
|   |   | Less cost or other basis and<br>sales expenses  | 255,612       |                      |  |   |   | 1,569,450 |
|   | b   | Gain or (loss)  |               |                      |  |   |   |           |
|   | c   | Net gain or (loss) . . . . .  |               | -66,338              | 7,080,550  |   |   |           |
|   | d   |   |               | 7,014,212            |  |   | 7,014,212   |           |
|   | 8a  | Gross income from fundraising<br>events (not including<br>\$ _____<br>of contributions reported on line 1c)<br>See Part IV, line 18 . . . . . |               |                      |  |   |   |           |
|   |   | a   |               |                      |  |   |   |           |
|   |   | b   |               |                      |  |   |   |           |
|   | b   | Less direct expenses . . . . .  |               |                      |  |   |   |           |
|   | c   | Net income or (loss) from fundraising events . . .  |               | 0                    |  |   |   |           |
| 9a  | Gross income from gaming activities<br>See Part IV, line 19 . . . . . |   |               |                      |  |   |   |           |
|   | a   |   |               |                      |  |   |   |           |
|   | b   |   |               |                      |  |   |   |           |
| b   | Less direct expenses . . . . .  |   |               |                      |  |   |   |           |
| c   | Net income or (loss) from gaming activities . . .                     |   | 0             |                      |  |   |   |           |
| 10a   | Gross sales of inventory, less<br>returns and allowances . . . . .    |   |               |                      |  |   |   |           |
|   | a   |   |               |                      |  |   |   |           |
|   | b   |   |               |                      |  |   |   |           |
| b   | Less cost of goods sold . . . . .                                     |   |               |                      |  |   |   |           |
| c   | Net income or (loss) from sales of inventory . . .                    |   | 0             |                      |  |   |   |           |
| Miscellaneous Revenue                                     |   | Business Code   |               |                      |  |   |   |           |
| 11a   | CATALOG SALES   | 453,220   | 137,989       | 137,989              |  |   |   |           |
| b   | MAGAZINE ADVERTISING<br>INCOME  | 511,120   | 655,275       |                      | 655,275  |   |   |           |
| c   | INVESTMENT TAX REFUND   | 523,000   | 22            |                      |  | 22                                      |   |           |
| d   | All other revenue . . . . .   |   |               |                      |  |   |   |           |
| e   | Total. Add lines 11a-11d . . . . .                                    |   | 793,286       |                      |  |   |   |           |
| 12  | Total revenue. See Instructions . . . . .                             |   | 44,631,523    | 10,320,414           | 655,275  | 7,273,997                               |   |           |

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)<br>Total expenses | (B)<br>Program service expenses | (C)<br>Management and general expenses | (D)<br>Fundraising expenses |
|--|---|-----------------------|---------------------------------|--|-----------------------------|
| 1  | Grants and other assistance to governments and organizations in the U S See Part IV, line 21  | 401,339               | 401,339                         |  |                             |
| 2  | Grants and other assistance to individuals in the U S See Part IV, line 22  | 0                     |                                 |  |                             |
| 3  | Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16   | 7,180,798             | 7,180,798                       |  |                             |
| 4  | Benefits paid to or for members   | 0                     |                                 |  |                             |
| 5  | Compensation of current officers, directors, trustees, and key employees . . . . .  | 1,075,157             | 652,019                         | 355,198                                | 67,940                      |
| 6  | Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .   | 0                     |                                 |  |                             |
| 7  | Other salaries and wages  | 9,726,188             | 6,396,924                       | 3,025,461                              | 303,803                     |
| 8  | Pension plan contributions (include section 401(k) and section 403(b) employer contributions) . . . . .   | 713,207               | 394,885                         | 299,019                                | 19,303                      |
| 9  | Other employee benefits . . . . .   | 1,640,250             | 896,099                         | 689,681                                | 54,470                      |
| 10   | Payroll taxes . . . . .   | 729,905               | 397,127                         | 307,175                                | 25,603                      |
| 11   | Fees for services (non-employees)   |                       |                                 |  |                             |
| a  | Management . . . . .  | 827,092               | 435,367                         | 357,518                                | 34,207                      |
| b  | Legal . . . . .   | 755,973               | 31,183                          | 713,155                                | 11,635                      |
| c  | Accounting . . . . .  | 142,799               |                                 | 142,799                                |                             |
| d  | Lobbying . . . . .  | 0                     |                                 |  |                             |
| e  | Professional fundraising See Part IV, line 17 . . . . .   | 0                     |                                 |  |                             |
| f  | Investment management fees . . . . .  | 1,919                 |                                 | 1,919                                  |                             |
| g  | Other . . . . .   | 145,150               | 108,853                         | 36,297                                 |                             |
| 12   | Advertising and promotion . . . . .   | 212,420               | 181,106                         | 26,122                                 | 5,192                       |
| 13   | Office expenses . . . . .   | 2,913,292             | 1,964,938                       | 882,999                                | 65,355                      |
| 14   | Information technology . . . . .  | 0                     |                                 |  |                             |
| 15   | Royalties . . . . .   | 0                     |                                 |  |                             |
| 16   | Occupancy . . . . .   | 1,110,180             | 329,565                         | 771,021                                | 9,594                       |
| 17   | Travel . . . . .  | 0                     |                                 |  |                             |
| 18   | Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .  | 0                     |                                 |  |                             |
| 19   | Conferences, conventions, and meetings . . . . .  | 1,164,632             | 821,163                         | 321,327                                | 22,142                      |
| 20   | Interest . . . . .  | 0                     |                                 |  |                             |
| 21   | Payments to affiliates . . . . .  | 0                     |                                 |  |                             |
| 22   | Depreciation, depletion, and amortization . . . . .   | 436,211               |                                 | 436,211                                |                             |
| 23   | Insurance . . . . .   | 497,785               | 80,327                          | 417,458                                |                             |
| 24   | Other expenses Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below )   |                       |                                 |  |                             |
| a  | MEMBERSHIP SERVICES   | 4,116,597             | 4,116,213                       |  | 384                         |
| b  | PROGRAM & DEVELOPMENT   | 2,558,660             | 2,508,111                       | 50,549                                 |                             |
| c  | PUBLIC RELATIONS  | 346,581               | 295,490                         | 42,621                                 | 8,470                       |
| d  | OTHER EXPS & OVERHEAD ALLOC   | -17,823               | 180,543                         | -217,415                               | 19,049                      |
| e  |   |                       |                                 |  |                             |
| f  | All other expenses  |                       |                                 |  |                             |
| 25   | Total functional expenses. Add lines 1 through 24f  | 36,678,312            | 27,372,050                      | 8,659,115                              | 647,147                     |
| 26   | Joint costs. Check here <input type="checkbox"/> if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation |                       |                                 |  |                             |

Part X

Balance Sheet

|                             |   |   |     |            | (A)               |     | (B)         |
|-----------------------------|---|---|-----|------------|-------------------|-----|-------------|
|                             |   |   |     |            | Beginning of year |     | End of year |
| Assets                      | 1   | Cash—non-interest-bearing . . . . .   |     |            |                   | 1   |             |
|                             | 2   | Savings and temporary cash investments . . . . .  |     |            | 7,447,184         | 2   | 11,092,318  |
|                             | 3   | Pledges and grants receivable, net . . . . .  |     |            |                   | 3   |             |
|                             | 4   | Accounts receivable, net . . . . .  |     |            | 2,354,929         | 4   | 5,918,284   |
|                             | 5   | Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L . . . . .                  |     |            |                   | 5   |             |
|                             | 6   | Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Complete Part II of Schedule L . . . . .     |     |            |                   | 6   |             |
|                             | 7   | Notes and loans receivable, net . . . . .   |     |            |                   | 7   |             |
|                             | 8   | Inventories for sale or use . . . . .   |     |            |                   | 8   |             |
|                             | 9   | Prepaid expenses and deferred charges . . . . .   |     |            | 3,382,649         | 9   | 707,695     |
|                             | 10a   | Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D   | 10a | 34,937,089 | 12,410,987        | 10c | 11,867,576  |
|                             | b   | Less accumulated depreciation . . . . .   | 10b | 23,069,513 |                   |     |             |
|                             | 11  | Investments—publicly traded securities . . . . .  |     |            |                   | 11  |             |
|                             | 12  | Investments—other securities See Part IV, line 11 . . . . .   |     |            | 11,074,800        | 12  | 1,088,142   |
|                             | 13  | Investments—program-related See Part IV, line 11 . . . . .  |     |            |                   | 13  |             |
|                             | 14  | Intangible assets . . . . .   |     |            |                   | 14  |             |
|                             | 15  | Other assets See Part IV, line 11 . . . . .   |     |            | 61,595,976        | 15  | 75,352,212  |
|                             | 16  | Total assets. Add lines 1 through 15 (must equal line 34) . . . . .   |     |            | 98,266,525        | 16  | 106,026,227 |
| Liabilities                 | 17  | Accounts payable and accrued expenses . . . . .   |     |            | 6,944,134         | 17  | 5,319,941   |
|                             | 18  | Grants payable . . . . .  |     |            |                   | 18  |             |
|                             | 19  | Deferred revenue . . . . .  |     |            | 3,293,691         | 19  | 2,409,696   |
|                             | 20  | Tax-exempt bond liabilities . . . . .   |     |            |                   | 20  |             |
|                             | 21  | Escrow or custodial account liability Complete Part IV of Schedule D . . . . .  |     |            |                   | 21  |             |
|                             | 22  | Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L . . . . . |     |            |                   | 22  |             |
|                             | 23  | Secured mortgages and notes payable to unrelated third parties . . . . .  |     |            |                   | 23  |             |
|                             | 24  | Unsecured notes and loans payable to unrelated third parties . . . . .  |     |            |                   | 24  |             |
|                             | 25  | Other liabilities Complete Part X of Schedule D . . . . .   |     |            | 21,289            | 25  | 11,085,163  |
|                             | 26  | Total liabilities. Add lines 17 through 25 . . . . .  |     |            | 10,259,114        | 26  | 18,814,800  |
| Net Assets or Fund Balances | Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. |   |     |            |                   |     |             |
|                             | 27  | Unrestricted net assets . . . . .   |     |            | 87,304,957        | 27  | 86,447,249  |
|                             | 28  | Temporarily restricted net assets . . . . .   |     |            | 687,454           | 28  | 749,178     |
|                             | 29  | Permanently restricted net assets . . . . .   |     |            | 15,000            | 29  | 15,000      |
|                             | Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.                          |   |     |            |                   |     |             |
|                             | 30  | Capital stock or trust principal, or current funds . . . . .  |     |            |                   | 30  |             |
|                             | 31  | Paid-in or capital surplus, or land, building or equipment fund . . . . .   |     |            |                   | 31  |             |
|                             | 32  | Retained earnings, endowment, accumulated income, or other funds . . . . .  |     |            |                   | 32  |             |
|                             | 33  | Total net assets or fund balances . . . . .   |     |            | 88,007,411        | 33  | 87,211,427  |
|                             | 34  | Total liabilities and net assets/fund balances . . . . .  |     |            | 98,266,525        | 34  | 106,026,227 |

**Part XI Financial Statements and Reporting**

|   | Yes | No |
|---|-----|----|
| <b>1</b> Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____<br>If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O  |     |    |
| <b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant? . . .   |     | No |
| <b>b</b> Were the organization's financial statements audited by an independent accountant? . . . . .   | Yes |    |
| <b>c</b> If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?<br>If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O . . . . | Yes |    |
| <b>d</b> If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both<br><input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separated basis                     |     |    |
| <b>3a</b> 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? . . . . .  | Yes |    |
| <b>b</b> If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits . . .   | Yes |    |

SCHEDULE A

(Form 990 or 990EZ)

Department of the Treasury  
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2009

Open to Public  
Inspection

|  |  |
|--|--|
| Name of the organization<br>HADASSAH THE WOMEN'S ZIONIST ORG<br>OF AMERICA INC | Employer identification number<br><br>13-1656651 |
|--|--|

Part I

Reason for Public Charity Status (All organizations must complete this part.) See instructions

The organization is not a private foundation because it is (For lines 1 through 11, check only one box )

- 1

☐

A church, convention of churches, or association of churches **section 170(b)(1)(A)(i).**
- 2

☐

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E )
- 3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state
- 5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II )
- 6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7

☒

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)** (Complete Part II )
- 8

☐

A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II )
- 9

☐

An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III )
- 10

☐

An organization organized and operated exclusively to test for public safety See**section 509(a)(4).**
- 11

☐

An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h  

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - Other
- e

☐

By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)
- f

☐

If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box
- g

☐

Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?  

(i)

a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?

(ii)

a family member of a person described in (i) above?

(iii)

a 35% controlled entity of a person described in (i) or (ii) above?
- h

☐

Provide the following information about the supported organization(s)

| (i)<br>Name of supported organization | (ii)<br>EIN | (iii)<br>Type of organization (described on lines 1- 9 above or IRC section (see instructions)) | (iv)<br>Is the organization in col (i) listed in your governing document? |    | (v)<br>Did you notify the organization in col (i) of your support? |    | (vi)<br>Is the organization in col (i) organized in the U S ? |    | (vii)<br>Amount of support? |
|---------------------------------------|-------------|---|---|----|--|----|---|----|-----------------------------|
|                                       |             |   | Yes   | No | 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.)

Section A. Public Support

| Calendar year (or fiscal year beginning in)   | (a) 2005   | (b) 2006   | (c) 2007   | (d) 2008   | (e) 2009   | (f) Total   |
|---|------------|------------|------------|------------|------------|-------------|
| 1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")   | 45,903,400 | 42,207,567 | 13,104,670 | 19,814,552 | 26,381,837 | 147,412,026 |
| 2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf   |            |            |            |            |            |             |
| 3 The value of services or facilities furnished by a governmental unit to the organization without charge   |            |            |            |            |            |             |
| 4 Total. Add lines 1 through 3  | 45,903,400 | 42,207,567 | 13,104,670 | 19,814,552 | 26,381,837 | 147,412,026 |
| 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) |            |            |            |            |            |             |
| 6 Public Support. Subtract line 5 from line 4   |            |            |            |            |            | 147,412,026 |

Section B. Total Support

| Calendar year (or fiscal year beginning in)  | (a) 2005   | (b) 2006  | (c) 2007   | (d) 2008   | (e) 2009   | (f) Total   |
|--|------------|-----------|------------|------------|------------|-------------|
| 7 Amounts from line 4  | 45,903,400 | 2,198,740 | 13,104,670 | 19,814,552 | 26,381,837 | 147,412,026 |
| 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources | 1,725,327  | 2,198,740 | 1,540,188  | 227,372    | 259,763    | 5,951,390   |
| 9 Net income from unrelated business activities, whether or not the business is regularly carried on                             |            |           |            |            |            |             |
| 10 Other income (Explain in Part IV ) Do not include gain or loss from the sale of capital assets                                | 1,246,918  | 1,277,987 | 990,554    | 1,164,691  | 137,989    | 4,818,139   |
| 11 Total support (Add lines 7 through 10)  |            |           |            |            |            | 158,181,555 |

12 Gross receipts from related activities, etc (See instructions )

1246,449,598

13 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

Section C. Computation of Public Support Percentage

|  |    |          |
|--|----|----------|
| 14 Public Support Percentage for 2009 (line 6 column (f) divided by line 11 column (f))  | 14 | 93 192 % |
| 15 Public Support Percentage for 2008 Schedule A, Part II, line 14   | 15 | 89 870 % |
| 16a 33 1/3% support test—2009. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization   |    |          |
| b 33 1/3% support test—2008. If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization  |    |          |
| 17a 10%-facts-and-circumstances test—2009. If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization    |    |          |
| b 10%-facts-and-circumstances test—2008. If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization |    |          |
| 18 Private Foundation If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions  |    |          |

Part IIISupport Schedule for Organizations Described in IRC 509(a)(2)  
(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

| Calendar year (or fiscal year beginning in)   | (a) 2005 | (b) 2006 | (c) 2007 | (d) 2008 | (e) 2009 | (f) Total |
|---|----------|----------|----------|----------|----------|-----------|
| 1Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")  |          |          |          |          |          |           |
| 2Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose |          |          |          |          |          |           |
| 3Gross receipts from activities that are not an unrelated trade or business under section 513   |          |          |          |          |          |           |
| 4Tax revenues levied for the organization's benefit and either paid to or expended on its behalf  |          |          |          |          |          |           |
| 5The value of services or facilities furnished by a governmental unit to the organization without charge  |          |          |          |          |          |           |
| 6Total. Add lines 1 through 5   |          |          |          |          |          |           |
| 7aAmounts included on lines 1, 2, and 3 received from disqualified persons  |          |          |          |          |          |           |
| bAmounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year           |          |          |          |          |          |           |
| cAdd lines 7a and 7b  |          |          |          |          |          |           |
| 8Public Support (Subtract line 7c from line 6 )   |          |          |          |          |          |           |

Section B. Total Support

| Calendar year (or fiscal year beginning in)  | (a) 2005 | (b) 2006 | (c) 2007 | (d) 2008 | (e) 2009 | (f) Total |
|--|----------|----------|----------|----------|----------|-----------|
| 9Amounts from line 6   |          |          |          |          |          |           |
| 10aGross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources                                      |          |          |          |          |          |           |
| bUnrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975   |          |          |          |          |          |           |
| cAdd lines 10a and 10b   |          |          |          |          |          |           |
| 11Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  |          |          |          |          |          |           |
| 12Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)  |          |          |          |          |          |           |
| 13Total support (Add lines 9, 10c, 11 and 12.)   |          |          |          |          |          |           |
| 14First 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 |          |          |          |          |          |           |

Section C. Computation of Public Support Percentage

|  |    |  |
|--|----|--|
| 15Public Support Percentage for 2009 (line 8 column (f) divided by line 13 column (f)) | 15 |  |
| 16Public support percentage from 2008 Schedule A, Part III, line 15                    | 16 |  |

Section D. Computation of Investment Income Percentage

|   |    |  |
|---|----|--|
| 17Investment income percentage for 2009 (line 10c column (f) divided by line 13 column (f))   | 17 |  |
| 18Investment income percentage from 2008 Schedule A, Part III, line 17  | 18 |  |
| 19a33 1/3% support tests—2009. 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         |    |  |
| b33 1/3% support tests—2008. 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 |    |  |
| 20Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions  |    |  |



**Part IV**

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

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

▶ **Complete if the organization is described below.**  
▶ **Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.**

OMB No 1545-0047

2009

Open to Public  
Inspection

If the organization answered “Yes,” to Form 990, Part IV, Line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities), then

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

If the organization answered “Yes,” to Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

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

If the organization answered “Yes,” to Form 990, Part IV, Line 5 (Proxy Tax) or Form 990-EZ, line 35a (regarding proxy tax), then

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

|  |  |
|--|--|
| Name of the organization<br>HADASSAH THE WOMEN'S ZIONIST ORG<br>OF AMERICA INC | Employer identification number<br><br>13-1656651 |
|--|--|

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1

Provide a description of the organization's direct and indirect political campaign activities in Part IV
- 2

Political expenditures ▶ \$
- 3

Volunteer hours

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1

Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$
- 2

Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$
- 3

If the organization incurred a section 4955 tax, did it file Form 4720 for this year? 

☐ Yes ☐ No
- 4a

Was a correction made? 

☐ Yes ☐ No
- b

If "Yes," describe in Part IV

Part I-C Complete if the organization is exempt under section 501(c) except section 501(c)(3).

- 1

Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$
- 2

Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt funtion activities ▶ \$
- 3

Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$
- 4

Did the filing organization file **Form 1120-POL** for this year? 

☐ Yes ☐ No
- 5

State the names, addresses and employer identification number (EIN) of all section 527 political organizations to which payments were made For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

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

Part II-A

Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

A

Check

☒

if the filing organization belongs to an affiliated group

B

Check

☐

if the filing organization checked box A and "limited control" provisions apply

| Limits on Lobbying Expenditures<br>(The term "expenditures" means amounts paid or incurred.)   |   | (a) Filing<br>Organization's<br>Totals                   | (b) Affiliated<br>Group<br>Totals         |                    |                              |   |   |   |   |  |  |                   |             |  |  |
|--|---|--|---|--------------------|------------------------------|---|---|---|---|--|--|-------------------|-------------|--|--|
| <b>1a</b> Total lobbying expenditures to influence public opinion (grass roots lobbying)   |   | 33,921   | 33,921                                    |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying)   |   | 41,430   | 101,430                                   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>c</b> Total lobbying expenditures (add lines 1a and 1b)   |   | 75,351   | 135,351                                   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>d</b> Other exempt purpose expenditures   |   | 36,602,961   | 111,694,307                               |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>e</b> Total exempt purpose expenditures (add lines 1c and 1d)   |   | 36,678,312   | 111,829,658                               |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>f</b> Lobbying nontaxable amount Enter the amount from the following table in both columns  |   | 1,000,000  | 2,000,000                                 |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <table><tr><td><b>If the amount on line 1e, column (a) or (b) is:</b></td><td><b>The lobbying nontaxable amount is:</b></td></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000</td></tr></table> |   | <b>If the amount on line 1e, column (a) or (b) is:</b>   | <b>The lobbying nontaxable amount is:</b> | Not over \$500,000 | 20% of the amount on line 1e | Over \$500,000 but not over \$1,000,000 | \$100,000 plus 15% of the excess over \$500,000 | Over \$1,000,000 but not over \$1,500,000 | \$175,000 plus 10% of the excess over \$1,000,000 | Over \$1,500,000 but not over \$17,000,000 | \$225,000 plus 5% of the excess over \$1,500,000 | Over \$17,000,000 | \$1,000,000 |  |  |
| <b>If the amount on line 1e, column (a) or (b) is:</b>   | <b>The lobbying nontaxable amount is:</b>         |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| Not over \$500,000   | 20% of the amount on line 1e                      |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| Over \$500,000 but not over \$1,000,000  | \$100,000 plus 15% of the excess over \$500,000   |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| Over \$1,000,000 but not over \$1,500,000  | \$175,000 plus 10% of the excess over \$1,000,000 |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| Over \$1,500,000 but not over \$17,000,000   | \$225,000 plus 5% of the excess over \$1,500,000  |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| Over \$17,000,000  | \$1,000,000                                       |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>g</b> Grassroots nontaxable amount (enter 25% of line 1f)   |   | 250,000  | 500,000                                   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>h</b> Subtract line 1g from line 1a If zero or less, enter -0-  |   |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>i</b> Subtract line 1f from line 1c If zero or less, enter -0-  |   |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>j</b> If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?   |   | <input type="checkbox"/> Yes <input type="checkbox"/> No |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |

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

| Lobbying Expenditures During 4-Year Averaging Period         |           |           |           |           |           |
|--|-----------|-----------|-----------|-----------|-----------|
| Calendar year (or fiscal year<br>beginning in)               | (a) 2006  | (b) 2007  | (c) 2008  | (d) 2009  | (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<br>(150% of line 2a, column(e))    |           |           |           |           | 6,000,000 |
| c Total lobbying expenditures                                | 83,875    | 86,075    | 35,750    | 75,351    | 281,051   |
| d Grassroots non-taxable amount                              | 250,000   | 250,000   | 250,000   | 250,000   | 1,000,000 |
| e Grassroots ceiling amount<br>(150% of line 2d, column (e)) |           |           |           |           | 1,500,000 |
| f Grassroots lobbying expenditures                           | 19,601    | 27,752    | 26,075    | 33,921    | 107,349   |

Part II-B

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

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

Part III-A

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

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

Part III-B

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

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

Part IV

Supplemental Information

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

| Identifier | Return Reference | Explanation |
|------------|------------------|-------------|
|            |                  |             |

SCHEDULE D  
(Form 990)

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.  
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2009

Open to Public Inspection

|  |  |
|--|--|
| Name of the organization<br>HADASSAH THE WOMEN'S ZIONIST ORG<br>OF AMERICA INC | Employer identification number<br><br>13-1656651 |
|--|--|

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

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

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

|    |  |   |  |                             |    |  |    |  |    |  |    |  |
|----|--|---|--|-----------------------------|----|--|----|--|----|--|----|--|
| 1  | Purpose(s) of conservation easements held by the organization (check all that apply)   |   |  |                             |    |  |    |  |    |  |    |  |
|    | <input type="checkbox"/> Preservation of land for public use (e g , recreation or pleasure)  | <input type="checkbox"/> Preservation of an historically importantly land area  |  |                             |    |  |    |  |    |  |    |  |
|    | <input type="checkbox"/> Protection of natural habitat   | <input type="checkbox"/> Preservation of a certified historic structure   |  |                             |    |  |    |  |    |  |    |  |
|    | <input type="checkbox"/> Preservation of open space  |   |  |                             |    |  |    |  |    |  |    |  |
| 2  | Complete lines 2a–2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year   |   |  |                             |    |  |    |  |    |  |    |  |
|    |  | <table><tr><td></td><td>Held at the End of the Year</td></tr><tr><td>2a</td><td></td></tr><tr><td>2b</td><td></td></tr><tr><td>2c</td><td></td></tr><tr><td>2d</td><td></td></tr></table> |  | Held at the End of the Year | 2a |  | 2b |  | 2c |  | 2d |  |
|    | Held at the End of the Year  |   |  |                             |    |  |    |  |    |  |    |  |
| 2a |  |   |  |                             |    |  |    |  |    |  |    |  |
| 2b |  |   |  |                             |    |  |    |  |    |  |    |  |
| 2c |  |   |  |                             |    |  |    |  |    |  |    |  |
| 2d |  |   |  |                             |    |  |    |  |    |  |    |  |
| a  | Total number of conservation easements   |   |  |                             |    |  |    |  |    |  |    |  |
| b  | Total acreage restricted by conservation easements   |   |  |                             |    |  |    |  |    |  |    |  |
| c  | Number of conservation easements on a certified historic structure included in (a)   |   |  |                             |    |  |    |  |    |  |    |  |
| d  | Number of conservation easements included in (c) acquired after 8/17/06  |   |  |                             |    |  |    |  |    |  |    |  |
| 3  | Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶ _____  |   |  |                             |    |  |    |  |    |  |    |  |
| 4  | Number of states where property subject to conservation easement is located ▶ _____  |   |  |                             |    |  |    |  |    |  |    |  |
| 5  | Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?   |   |  |                             |    |  |    |  |    |  |    |  |
|    | <input type="checkbox"/> Yes <input type="checkbox"/> No   |   |  |                             |    |  |    |  |    |  |    |  |
| 6  | Staff and volunteer hours devoted to monitoring, inspecting and enforcing conservation easements during the year ▶ _____   |   |  |                             |    |  |    |  |    |  |    |  |
| 7  | Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ \$ _____   |   |  |                             |    |  |    |  |    |  |    |  |
| 8  | Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?  |   |  |                             |    |  |    |  |    |  |    |  |
|    | <input type="checkbox"/> Yes <input type="checkbox"/> No   |   |  |                             |    |  |    |  |    |  |    |  |
| 9  | In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements |   |  |                             |    |  |    |  |    |  |    |  |

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

|    |  |            |
|----|--|------------|
| 1a | If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items |            |
| b  | If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items  |            |
|    | (i) Revenues included in Form 990, Part VIII, line 1   | ▶ \$ _____ |
|    | (ii) Assets included in Form 990, Part X   | ▶ \$ _____ |
| 2  | If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items  |            |
| a  | Revenues included in Form 990, Part VIII, line 1   | ▶ \$ _____ |
| b  | Assets included in Form 990, Part X  | ▶ \$ _____ |

Part III

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

3

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

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

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

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

Part IV

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

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

|    |        |
|----|--------|
|    | Amount |
| 1c |        |
| 1d |        |
| 1e |        |
| 1f |        |

2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIV

Part V

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

|  | (a)Current Year | (b)Prior Year | (c)Two Years Back | (d)Three Years Back | (e)Four Years Back |
|--|-----------------|---------------|-------------------|---------------------|--------------------|
| 1a Beginning of year balance . . . . .                     | 15,000          | 17,843        |                   |                     |                    |
| b Contributions . . . . .                                  |                 |               |                   |                     |                    |
| c Investment earnings or losses . . . . .                  |                 |               |                   |                     |                    |
| d Grants or scholarships . . . . .                         |                 |               |                   |                     |                    |
| e Other expenditures for facilities and programs . . . . . |                 | 2,843         |                   |                     |                    |
| f Administrative expenses . . . . .                        |                 |               |                   |                     |                    |
| g End of year balance . . . . .                            | 15,000          | 15,000        |                   |                     |                    |

2

Provide the estimated percentage of the year end balance held as

a

Board designated or quasi-endowment ▶ 0 025 % %

b

Permanent endowment ▶ 87 001 % %

c

Term endowment ▶ 13 025 % %

3a

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

(i) unrelated organizations . . . . .

3a(i)

No

(ii) related organizations . . . . .

3a(ii)

No

b

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

3b

4

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

Part VI

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

| Description of investment  | (a) Cost or other basis (investment) | (b)Cost or other basis (other) | (c) Accumulated depreciation | (d) Book value |
|--|--------------------------------------|--------------------------------|------------------------------|----------------|
| 1a Land . . . . .  |                                      | 2,001,479                      |                              | 2,001,479      |
| b Buildings . . . . .  |                                      | 16,117,626                     | 7,168,902                    | 8,948,724      |
| c Leasehold improvements . . . . .   |                                      |                                |                              |                |
| d Equipment . . . . .  |                                      | 13,373,824                     | 12,614,963                   | 758,861        |
| e Other . . . . .  |                                      | 3,444,160                      | 3,285,648                    | 158,512        |
| Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) . . . . . ▶ |                                      |                                |                              | 11,867,576     |

Schedule D (Form 990) 2009



| Part XIReconciliation of Change in Net Assets from Form 990 to Financial Statements |   |    |  |
|---|---|----|--|
| 1   | Total revenue (Form 990, Part VIII, column (A), line 12)                        | 1  |  |
| 2   | Total expenses (Form 990, Part IX, column (A), line 25)                         | 2  |  |
| 3   | Excess or (deficit) for the year Subtract line 2 from line 1                    | 3  |  |
| 4   | Net unrealized gains (losses) on investments                                    | 4  |  |
| 5   | Donated services and use of facilities  | 5  |  |
| 6   | Investment expenses   | 6  |  |
| 7   | Prior period adjustments  | 7  |  |
| 8   | Other (Describe in Part XIV)  | 8  |  |
| 9   | Total adjustments (net) Add lines 4 - 8   | 9  |  |
| 10  | Excess or (deficit) for the year per financial statements Combine lines 3 and 9 | 10 |  |

| Part XIIReconciliation of Revenue per Audited Financial Statements With Revenue per Return |  |    |  |
|--|--|----|--|
| 1  | Total revenue, gains, and other support per audited financial statements . . . . .         | 1  |  |
| 2  | Amounts included on line 1 but not on Form 990, Part VIII, line 12                         |    |  |
| a  | Net unrealized gains on investments . . . . .  | 2a |  |
| b  | Donated services and use of facilities . . . . .   | 2b |  |
| c  | Recoveries of prior year grants . . . . .  | 2c |  |
| d  | Other (Describe in Part XIV) . . . . .   | 2d |  |
| e  | Add lines 2a through 2d . . . . .  | 2e |  |
| 3  | Subtract line 2e from line 1 . . . . .   | 3  |  |
| 4  | Amounts included on Form 990, Part VIII, line 12, but not on line 1                        |    |  |
| a  | Investment expenses not included on Form 990, Part VIII, line 7b . . . . .                 | 4a |  |
| b  | Other (Describe in Part XIV) . . . . .   | 4b |  |
| c  | Add lines 4a and 4b . . . . .  | 4c |  |
| 5  | Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12 ) . . . . . | 5  |  |

| Part XIIIReconciliation of Expenses per Audited Financial Statements With Expenses per Return |   |    |  |
|---|---|----|--|
| 1   | Total expenses and losses per audited financial statements . . . . .                        | 1  |  |
| 2   | Amounts included on line 1 but not on Form 990, Part IX, line 25                            |    |  |
| a   | Donated services and use of facilities . . . . .  | 2a |  |
| b   | Prior year adjustments . . . . .  | 2b |  |
| c   | Other losses . . . . .  | 2c |  |
| d   | Other (Describe in Part XIV) . . . . .  | 2d |  |
| e   | Add lines 2a through 2d . . . . .   | 2e |  |
| 3   | Subtract line 2e from line 1 . . . . .  | 3  |  |
| 4   | Amounts included on Form 990, Part IX, line 25, but not on line 1:                          |    |  |
| a   | Investment expenses not included on Form 990, Part VIII, line 7b . . . . .                  | 4a |  |
| b   | Other (Describe in Part XIV) . . . . .  | 4b |  |
| c   | Add lines 4a and 4b . . . . .   | 4c |  |
| 5   | Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18 ) . . . . . | 5  |  |

Part XIVSupplemental Information

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

| Identifier              | Return Reference           | Explanation   |
|-------------------------|----------------------------|---|
| ENDOWMENT FUNDS         | SCHEDULE D, PART V         | HADASSAH'S ENDOWMENT FUNDS ARE PERMANENTLY RESTRICTED NET ASSETS SUBJECT TO DONOR-IMPOSED RESTRICTIONS, WHICH STIPULATE THAT THE PRINCIPAL BE MAINTAINED PERMANENTLY BUT PERMIT HADASSAH TO EXPEND PART OR ALL OF THE INCOME AND GAINS DERIVED THEREFROM. THESE FUNDS WILL BE USED TO ENHANCE HADASSAH'S MISSION, WHICH IS TO SUPPORT HEALTHCARE, EDUCATION, YOUTH PROGRAMS AND THE QUALITY OF AMERICAN AND JEWISH LIFE IN THE UNITED STATES AND ISRAEL.  |
| UNCERTAIN TAX POSITIONS | SCHEDULE D, PART X, LINE 2 | IN JUNE 2006, THE FINANCIAL ACCOUNTING STANDARDS BOARD (FASB) ISSUED ASC NO. 740-10 (FORMERLY REFERRED TO AS FIN 48), ACCOUNTING FOR UNCERTAINTY INCOME TAXES (ASC 740-10), WHICH ADDRESSED ACCOUNTING FOR, AND DISCLOSURE OF, UNCERTAIN TAX POSITIONS. ASC 740-10 PRESCRIBES A MODEL FOR HOW AN ENTITY SHOULD RECOGNIZE, MEASURE, PRESENT AND DISCLOSE IN ITS FINANCIAL STATEMENTS UNCERTAIN TAX POSITIONS THAT THE ENTITY HAS TAKEN OR EXPECTS TO TAKE ON A TAX RETURN. UNDER ASC 740-10, THE FINANCIAL STATEMENTS WILL REFLECT EXPECTED FUTURE TAX CONSEQUENCES OF SUCH POSITIONS, PRESUMING THE TAX AUTHORITIES' FULL KNOWLEDGE OF THE POSITION AND ALL RELEVANT FACTS. ASC 740-10 WILL REQUIRE AN ENTITY TO RECOGNIZE THE BENEFIT OF TAX POSITIONS WHEN IT IS "MORE LIKELY THAN NOT" THAT THE PROVISION WILL BE SUSTAINABLE BASED ON THE MERITS OF THE POSITION. HADASSAH ADOPTED ASC 740-10 IN 2009. THE ADOPTION OF ASC 740-10 DID NOT HAVE A MATERIAL IMPACT ON HADASSAH'S CONSOLIDATED FINANCIAL STATEMENTS. |



|                                       |
|---------------------------------------|
| <b>Employer identification number</b> |
| 13-1656651                            |

|          |   |  |                                    |
|----------|---|--|------------------------------------|
| <b>1</b> | <b>For grantmakers.</b> Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . . | <input checked="" type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| <b>2</b> | <b>For grant makers.</b> Describe in Part IV the organization's procedures for monitoring the use of grant funds outside the United States  |  |                                    |
| <b>3</b> | Activites per Region (Use Schedule F-1 (Form 990) if additional space is needed )   |  |                                    |

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. Cat No 50082W Schedule F (Form 990) 2009

Part II

Grants and Other Assistance to Organizations or Entities Outside the United States.

Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Check this box if no one recipient received more than \$5,000 . . . . . ☐

Use Schedule F-1 (Form 990) if additional space is needed.

| 1 | (a) Name of organization | (b) IRS code section and EIN (if applicable) | (c) Region               | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of non-cash assistance | (h) Description of non-cash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
|---|--------------------------|--|--------------------------|----------------------|--------------------------|---------------------------------|-----------------------------------|--|---|
|   |                          |  | Middle East/North Africa | YOUTH PROGR          | 72,000                   |                                 |                                   |  |   |
|   |                          |  | Middle East/North Africa | YOUTH PROGR          | 7,108,798                |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |
|   |                          |  |                          |                      |                          |                                 |                                   |  |   |

2

Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . .

2

3

Enter total number of other organizations or entities . . . . .

**Part III** **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16. Use Schedule F-1 (Form 990) if additional space is needed.

[illegible]

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

**Schedule F (Form 990) 2009**

Schedule I  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Grants and Other Assistance to Organizations,  
Governments and Individuals in the United States  
Complete if the organization answered "Yes," to Form 990, Part IV, line 21 or 22.  
▶ Attach to Form 990

OMB No 1545-0047

2009

Open to Public  
Inspection

Name of the organization  
HADASSAH THE WOMEN'S ZIONIST ORG  
OF AMERICA INC

Employer identification number  
13-1656651

Part I

General Information on Grants and Assistance

1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . .

☒ Yes

☐ No

2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II

Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 21 for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed . . . . .▶ ☐

| (a) Name and address of organization or government                    | (b) EIN   | (c) IRC Code section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV , appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|---|-----------|------------------------------------|--------------------------|-----------------------------------|--|--|------------------------------------|
| CAMP JUDAEA2700 NE EXPRESSWAY C-500 ATLANTA,GA 30345                  | 586014651 | 501(c)(3)                          | 104,000                  |                                   |  |  | YOUTH PROGR                        |
| CAMP YOUNG JUDAEA MIDWEST4711 GOLF ROAD SUITE 600 SKOKIE,IL 60076     | 391672846 | 501(c)(3)                          | 23,000                   |                                   |  |  | YOUTH PROGR                        |
| YOUNG JUDAEA SPROUT LAKE CAMP INC50 WEST 58TH STREET NEWYORK,NY 10019 | 132830437 | 501(c)(3)                          | 48,000                   |                                   |  |  | YOUTH PROGR                        |
| YOUNG JUDAEA (CAMP TEL YEHUDA)50 WEST 58TH STREET NEWYORK,NY 10019    | 931272665 | 501(c)(3)                          | 105,518                  |                                   |  |  | YOUTH PROGR                        |
| CAMP YOUNG JUDAEA TEXAS9647 HILCROFT HOUSTON,TX 77096                 | 741189680 | 501(c)(3)                          | 104,000                  |                                   |  |  | YOUTH PROGR                        |
| CAMP YOUNG JUDAEA WEST8370 VIA DE VENTURA K-150 SCOTTSDALE,AZ 85258   | 930802749 | 501(c)(3)                          | 7,000                    |                                   |  |  | YOUTH PROGR                        |

2

Enter total number of section 501(c)(3) and government organizations . . . . .▶

6

3

Enter total number of other organizations . . . . .▶

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

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

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

[illegible]

Schedule J  
(Form 990)

Compensation Information

OMB No 1545-0047

2009

Open to Public Inspection

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

▶ Complete if the organization answered "Yes" to Form 990, Part IV, question 23.

▶ Attach to Form 990. ▶ See separate instructions.

Name of the organization

HADASSAH THE WOMEN'S ZIONIST ORG  
OF AMERICA INC

Employer identification number

13-1656651

Part I

Questions Regarding Compensation

|    |   |     |     |
|----|---|-----|-----|
|    |   | Yes | No  |
| 1a | Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items   |     |     |
|    | <div><div><input type="checkbox"/> First-class or charter travel</div><div><input type="checkbox"/> Housing allowance or residence for personal use</div></div> <div><div><input type="checkbox"/> Travel for companions</div><div><input type="checkbox"/> Payments for business use of personal residence</div></div> <div><div><input type="checkbox"/> Tax idemnification and gross-up payments</div><div><input type="checkbox"/> Health or social club dues or initiation fees</div></div> <div><div><input type="checkbox"/> Discretionary spending account</div><div><input type="checkbox"/> Personal services (e g , maid, chauffeur, chef)</div></div> |     |     |
| b  | If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain   | 1b  |     |
| 2  | Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?  | 2   |     |
| 3  | Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply  |     |     |
|    | <div><div><input checked="" type="checkbox"/> Compensation committee</div><div><input type="checkbox"/> Written employment contract</div></div> <div><div><input checked="" type="checkbox"/> Independent compensation consultant</div><div><input checked="" type="checkbox"/> Compensation survey or study</div></div> <div><div><input checked="" type="checkbox"/> Form 990 of other organizations</div><div><input checked="" type="checkbox"/> Approval by the board or compensation committee</div></div>  |     |     |
| 4  | During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization  |     |     |
| a  | Receive a severance payment or change-of-control payment?   | 4a  | Yes |
| b  | Participate in, or receive payment from, a supplemental nonqualified retirement plan?   | 4b  | No  |
| c  | Participate in, or receive payment from, an equity-based compensation arrangement?  | 4c  | No  |
|    | If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III  |     |     |
|    | Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.  |     |     |
| 5  | For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of   |     |     |
| a  | The organization?   | 5a  | No  |
| b  | Any related organization?   | 5b  | No  |
|    | If "Yes," to line 5a or 5b, describe in Part III  |     |     |
| 6  | For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of   |     |     |
| a  | The organization?   | 6a  | No  |
| b  | Any related organization?   | 6b  | No  |
|    | If "Yes," to line 6a or 6b, describe in Part III  |     |     |
| 7  | For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III  | 7   | No  |
| 8  | Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III  | 8   | No  |
| 9  | If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?  | 9   |     |

**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)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

| (A) Name        |      | (B) Breakdown of W-2 and/or 1099-MISC compensation |                                     |                                     | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation reported in prior Form 990 or Form 990-EZ |
|-----------------|------|--|-------------------------------------|-------------------------------------|--|-------------------------|---------------------------------|--|
|                 |      | (i) Base compensation                              | (ii) Bonus & incentive compensation | (iii) Other reportable compensation |  |                         |                                 |  |
| RICK ANNIS      | (i)  | 196,401  | 0                                   | 899                                 | 12,863   | 5,175                   | 215,338                         | 0  |
|                 | (ii) | 196,401  | 0                                   | 898                                 | 12,862   | 5,175                   | 215,336                         | 0  |
| SHERYL ZELIGSON | (i)  | 158,042  | 0                                   | 295                                 | 12,863   | 5,175                   | 176,375                         | 0  |
|                 | (ii) | 158,042  | 0                                   | 294                                 | 12,862   | 5,175                   | 176,373                         | 0  |
| MORLIE LEVIN    | (i)  | 80,791   | 0                                   | 108,593                             | 8,255  | 5,175                   | 202,814                         | 0  |
|                 | (ii) | 80,791   | 0                                   | 108,592                             | 8,254  | 5,175                   | 202,812                         | 0  |
| LARRY BLUM      | (i)  | 178,850  | 0                                   | 1,346                               | 12,863   | 5,175                   | 198,234                         | 0  |
|                 | (ii) | 178,850  | 0                                   | 1,346                               | 12,862   | 5,175                   | 198,233                         | 0  |
| CATHERINE REED  | (i)  | 17,757   | 0                                   | 53                                  | 1,869  | 2,296                   | 21,975                          | 0  |
|                 | (ii) | 204,208  | 0                                   | 607                                 | 21,495   | 26,409                  | 252,719                         | 0  |
| AVRAM ARIAN     | (i)  | 194,068  | 0                                   | 1,639                               | 21,102   | 18,681                  | 235,490                         | 0  |
|                 | (ii) | 0  | 0                                   | 0                                   | 0  | 0                       | 0                               | 0  |
| ALAN TIGAY      | (i)  | 179,395  | 0                                   | 1,089                               | 21,479   | 18,647                  | 220,610                         | 0  |
|                 | (ii) | 0  | 0                                   | 0                                   | 0  | 0                       | 0                               | 0  |
| STEVEN GOLDBERG | (i)  | 94,008   | 0                                   | 165                                 | 9,684  | 4,983                   | 108,840                         | 0  |
|                 | (ii) | 94,007   | 0                                   | 165                                 | 9,683  | 4,982                   | 108,837                         | 0  |
| CRAIG PURINTON  | (i)  | 14,069   | 0                                   | 8                                   | 1,404  | 2,286                   | 17,767                          | 0  |
|                 | (ii) | 161,798  | 0                                   | 98                                  | 16,152   | 26,293                  | 204,341                         | 0  |
|                 |      |  |                                     |                                     |  |                         |                                 |  |
|                 |      |  |                                     |                                     |  |                         |                                 |  |
|                 |      |  |                                     |                                     |  |                         |                                 |  |
|                 |      |  |                                     |                                     |  |                         |                                 |  |
|                 |      |  |                                     |                                     |  |                         |                                 |  |
|                 |      |  |                                     |                                     |  |                         |                                 |  |
|                 |      |  |                                     |                                     |  |                         |                                 |  |



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.

| Identifier                             | Return Reference            | Explanation  |
|--|-----------------------------|--|
| ADDITIONAL DISCLOSURES                 | SCHEDULE J                  | PART II COLUMN C CONSISTS ONLY OF CONTRIBUTIONS TO COMPANY RETIREMENT PLANS. PART II COLUMN D INCLUDES NOT ONLY EMPLOYER PROVIDED BENEFITS, BUT ALSO EMPLOYEE CONTRIBUTIONS FOR HEALTH INSURANCE, MEDICAL AND/OR CHILDCARE FLEXIBLE SPENDING ACCOUNTS, AND QUALIFIED TRANSPORTATION FRINGE BENEFITS.   |
| ESTIMATED AMOUNT OF OTHER COMPENSATION | SCHEDULE J-2, COLUMN F      | THIS COLUMN INCLUDES NOT ONLY EMPLOYER PROVIDED BENEFITS, BUT ALSO EMPLOYEE CONTRIBUTIONS FOR HEALTH INSURANCE, MEDICAL AND/OR CHILDCARE FLEXIBLE SPENDING ACCOUNTS, QUALIFIED TRANSPORTATION FRINGE BENEFITS, AND RETIREMENT FUNDS.   |
| SEVERANCE PAYMENT                      | SCHEDULE J, PART I, LINE 4A | MORLIE LEVIN - \$216,000 SEVERANCE PAY   |
| COMPENSATION                           | SCHEDULE J                  | OFFICERS AND KEY EMPLOYEES' SALARIES AND RELATED BENEFITS ARE ALSO ALLOCATED TO HADASSAH MEDICAL RELIEF ASSOCIATION [HMRA, EIN 13-6110872]. THE HWZOA'S CURRENT ACCOUNTING PROCEDURES DO NOT SEPARATELY TRACK SUCH EXPENDITURES FOR EACH ORGANIZATION. FOR PURPOSES OF PART VII AND SCHEDULE J, SALARIES ARE ALLOCATED BETWEEN HWZOA AND HMRA IN A MANNER CONSISTENT WITH THE ALLOCATION OF THE EXPENSES BETWEEN THE TWO ORGANIZATIONS. HMRA RELIES ON HWZOA FOR ESTABLISHING COMPENSATION OF THE TOP MANAGEMENT OFFICIAL THROUGH THE USE OF AN INDEPENDENT COMPENSATION COMMITTEE, INDEPENDENT COMPENSATION CONSULTANT, FORM 990 OF OTHER ORGANIZATIONS, COMPENSATION SURVEY OR STUDY, AND APPROVAL BY THE BOARD OR COMPENSATION COMMITTEE. |

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As Filed Data -

DLN: 93493315022070

SCHEDULE O  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Supplemental Information to Form 990

Complete to provide information for responses to specific questions on  
Form 990 or to provide any additional information.  
▶ Attach to Form 990.

OMB No 1545-0047

2009

Open to Public  
Inspection

Name of the organization  
HADASSAH THE WOMEN'S ZIONIST ORG  
OF AMERICA INC

Employer identification number  
13-1656651

| Identifier                                  | Return Reference                               | Explanation  |
|---|--|--|
| GENERAL EXPLANATION ATTACHMENT              |  | SEE RELATED ENTITY'S FORM 990 - HADASSAH MEDICAL RELIEF ASSOCIATION ("HMRA") HADASSAH, THE WOMEN'S ZIONIST ORGANIZATION OF AMERICA, INC ("HWZOA") IS THE CENTRAL ORGANIZATION FOR A GROUP EXEMPTION FOR LOCAL HADASSAH CHAPTERS AROUND THE COUNTRY, AND FILES ITS OWN RETURN. A SEPARATE FORM 990 IS FILED FOR ITS SUBORDINATE ORGANIZATIONS, UNDER EIN 13-6227614, GROUP EXEMPTION NUMBER 0636. THE PRIOR YEAR RETURN WAS FOR A SHORT PERIOD OF 06/01/2008-12/31/2008 ONLY, DUE TO A CHANGE OF ACCOUNTING PERIOD.   |
| ORGANIZATION'S MISSION                      | FORM 990, PART III, LINE 1                     | HWZOA IS A NOT-FOR-PROFIT ORGANIZATION EXEMPT UNDER 501(C)(3) OF THE US INTERNAL REVENUE CODE. IN ISRAEL, HADASSAH INITIATES AND SUPPORTS PACE-SETTING HEALTH CARE, EDUCATION AND YOUTH INSTITUTIONS, AND LAND DEVELOPMENT TO MEET THE COUNTRY'S CHANGING NEEDS. IN THE UNITED STATES, HADASSAH ENHANCES THE QUALITY OF AMERICAN AND JEWISH LIFE THROUGH ITS EDUCATION AND ZIONIST YOUTH PROGRAMS, PROMOTES HEALTH AWARENESS, AND PROVIDES PERSONAL ENRICHMENT AND GROWTH FOR ITS MEMBERS.   |
| RELATIONSHIP SCHEDULE                       | FORM 990, PART VI, LINE 2                      | OFFICER/DIRECTOR RELATED PERSON RELATIONSHIP: NANCY FALCHUK, SHERRI ADES FALCHUK, FAMILY RELATIONSHIP: DEBORAH B. KAPLAN, MIRIAM ARON, FAMILY RELATIONSHIP: RUTH HENDELMAN, CAROL ROSENTHAL, FAMILY RELATIONSHIP: JILL HERSHBEIN, EDDY SSE KESSLER, FAMILY RELATIONSHIP: TRISHA MARGULIES, DEBORAH SHENDELMAN, FAMILY RELATIONSHIP: JEAN WEITZ, LAURIE WEITZ, FAMILY RELATIONSHIP: BARBARA SPACK, BETH SPACK, FAMILY RELATIONSHIP: LOIS KOFF, BARBARA PAILET, FAMILY RELATIONSHIP: BETH AARONSON, ROBIN TEIG, FAMILY RELATIONSHIP.   |
| MEMBERS                                     | FORM 990, PART VI, LINES 6, 7A AND 7B          | HADASSAH, THE WOMEN'S ZIONIST ORGANIZATION OF AMERICA, IS A VOLUNTEER AND A MEMBERSHIP WOMEN'S ORGANIZATION, WHOSE MEMBERS ARE MOTIVATED AND INSPIRED TO STRENGTHEN THEIR PARTNERSHIP WITH ISRAEL, ENSURE JEWISH CONTINUITY, AND REALIZE THEIR POTENTIAL AS A DYNAMIC FORCE IN AMERICAN SOCIETY. HADASSAH'S MEMBERS ELECT ITS NATIONAL BOARD ANNUALLY AT THEIR NATIONAL MEETING. AT THE NATIONAL MEETING, THE MEMBERS ALSO APPROVE THE ANNUAL BUDGET PREPARED BY THE NATIONAL BOARD, AND DETERMINE GENERAL POLICIES AND TRANSACT OTHER BUSINESS.   |
| REVIEW PROCESS OF FORM 990                  | FORM 990, PART VI, LINE 11A                    | THE RETURN IS PREPARED BY AN INDEPENDENT ACCOUNTING FIRM BASED ON INFORMATION PROVIDED BY THE COMPANY AND IN CONSULTATION WITH THE COMPANY'S STAFF. THE DRAFT PREPARED BY THE ACCOUNTING FIRM IS THEN CAREFULLY REVIEWED BY THE COMPANY. THE NATIONAL PRESIDENT AND THE NATIONAL TREASURER, ON BEHALF OF THE BOARD OF DIRECTORS, LED A COMMITTEE, WHICH INCLUDES BOARD MEMBERS, THAT REVIEWED AND APPROVED THE FORM 990. THE FINAL VERSION IS MADE AVAILABLE IN ACCORDANCE WITH IRS REGULATIONS.   |
| COMPLIANCE WITH CONFLICT OF INTEREST POLICY | FORM 990, PART VI, LINE 12C                    | A COPY OF THE CONFLICT OF INTEREST POLICY IS GIVEN TO THE NATIONAL BOARD MEMBERS AND ALL NATIONAL STAFF ONCE EACH YEAR, AND IS ALSO AVAILABLE YEAR-ROUND ON OUR INTRANET AND IN THE PERSONNEL POLICY MANUAL. A CONFLICT OF INTEREST DISCLOSURE STATEMENT IS OBTAINED ANNUALLY FROM ALL NATIONAL BOARD MEMBERS AND ALL NATIONAL STAFF WHO ARE CURRENTLY SERVING THE ORGANIZATION. WHEN A CONFLICT ARISES FOR ANY NATIONAL BOARD MEMBER, THAT NATIONAL BOARD MEMBER SHALL REPORT IT IN WRITING TO THE CHAIR OF THE ETHICS COMMITTEE. WHEN A CONFLICT OF INTEREST ARISES FOR ANY NATIONAL STAFF MEMBER, THAT STAFF MEMBER SHALL REPORT IT IN WRITING TO THEIR DIRECT SUPERVISOR AND TO THE DIRECTOR OF HUMAN RESOURCES. THE POTENTIAL CONFLICT IS THEN BROUGHT TO THE CHAIR OF THE ETHICS COMMITTEE. THE ETHICS COMMITTEE REVIEWS EACH DISCLOSURE AT A MEETING CONVENED FOR THAT PURPOSE. |
| COMPENSATION REVIEW PROCESS                 | FORM 990, PART VI, SECTION B, LINE 15A AND 15B | WHEN AN OFFICER OR KEY EMPLOYEE IS HIRED, THE ORGANIZATION CONDUCTS A REVIEW OF VARIOUS COMPARABILITY DATA FOR COMPARABLE POSITIONS AT SIMILARLY SITUATED ORGANIZATIONS, WITH THE ASSISTANCE OF OUTSIDE COUNSEL AND THE SEARCH FIRM. THE ORGANIZATION SETS COMPENSATION WITHIN THE RANGE OF THE GOING MARKET RATE. THE COMPENSATION AMOUNT IS REVIEWED AND APPROVED BY THE COMPENSATION COMMITTEE OF THE BOARD. NO INDIVIDUAL HAVING A CONFLICT OF INTEREST IS PERMITTED TO PARTICIPATE IN THE REVIEW OR DECISION. IN SUBSEQUENT YEARS, AN INDIVIDUAL MAY RECEIVE A SALARY INCREASE AS APPROVED BY THE COMPENSATION COMMITTEE. BONUSES ARE GENERALLY NOT AWARDED FOR PURPOSES OF PART VII AND SCHEDULE J. SALARIES ARE ALLOCATED BETWEEN HWZOA AND HMRA IN A MANNER CONSISTENT WITH THE ALLOCATION OF THE EXPENSES BETWEEN THE TWO ORGANIZATIONS.                                      |
| AVAILABLE TO THE PUBLIC                     | FORM 990, PART VI, LINE 19                     | THE ORGANIZATION DOES NOT MAKE ITS GOVERNING DOCUMENTS OR CONFLICT OF INTEREST POLICY AVAILABLE TO THE PUBLIC. FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST.  |

| Identifier                          | Return Reference          | Explanation  |
|-------------------------------------|---------------------------|--|
| CHANGES TO ORGANIZATIONAL DOCUMENTS | FORM 990, PART VI, LINE 4 | THE ORGANIZATION'S BYLAWS WERE AMENDED DURING THE YEAR, MAKING THE FOLLOWING SIGNIFICANT CHANGES: 1) TO CHANGE THE FISCAL YEAR FROM A MAY 31 YEAR END TO A CALENDAR YEAR; 2) TO PERMIT ADDITIONAL BOARD MEETINGS TO BE HELD BY CONFERENCE CALL; 3) TO IMPOSE A TERM LIMIT ON THE CHAIR OF THE NOMINATING COMMITTEE (A ONE-YEAR TERM, WITH A MAXIMUM CONSECUTIVE TERM OF SERVICE OF 3 ONE-YEAR TERMS); 4) TO AMEND THE NOMINATIONS PROCESS FOR NATIONAL OFFICERS, AND 5) TO PERMIT CERTAIN NOTICES TO BE PROVIDED TO THE BOARD AND LOCAL UNITS BY E-MAIL. |

|                          |   |                           |
|--------------------------|---|---------------------------|
| SCHEDULE R<br>(Form 990) | Related Organizations and Unrelated Partnerships<br><br>▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37.<br>▶ Attach to Form 990. ▶ See separate instructions. | OMB No 1545-0047          |
|                          |   | 2009                      |
|                          |   | Open to Public Inspection |

|   |   |
|---|---|
| Department of the Treasury<br>Internal Revenue Service                                |   |
| <b>Name of the organization</b><br>HADASSAH THE WOMEN'S ZIONIST ORG<br>OF AMERICA INC | <b>Employer identification number</b><br><br>13-1656651 |

Part I

Identification of Disregarded Entities (Complete if the organization answered "Yes" on Form 990, Part IV, line 33.)

| (a)<br>Name, address, and EIN of disregarded entity                           | (b)<br>Primary activity | (c)<br>Legal domicile (state or foreign country) | (d)<br>Total income | (e)<br>End-of-year assets | (f)<br>Direct controlling entity |
|---|-------------------------|--|---------------------|---------------------------|----------------------------------|
| FABULOUS FINDS LLC<br>50 West 58th Street<br>New York, NY 10019<br>20-3603057 | SELL GIFTS              | DE   | 0                   | 5,726                     | NA                               |

Part II

Identification of Related Tax-Exempt Organizations (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.)

| (a)<br>Name, address, and EIN of related organization | (b)<br>Primary activity | (c)<br>Legal domicile (state or foreign country) | (d)<br>Exempt Code section | (e)<br>Public charity status (if section 501(c)(3)) | (f)<br>Direct controlling entity |
|---|-------------------------|--|----------------------------|---|----------------------------------|
|---|-------------------------|--|----------------------------|---|----------------------------------|

See Additional Data Table

Part III

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

| (a)<br>Name, address, and EIN of<br>related organization | (b)<br>Primary activity | (c)<br>Legal<br>domicile<br>(state or<br>foreign<br>country) | (d)<br>Direct controlling<br>entity | (e)<br>Predominant income<br>(related, unrelated,<br>excluded from tax<br>under sections 512-<br>514) | (f)<br>Share of total income | (g)<br>Share of end-of-year<br>assets | (h)<br>Disproporionate<br>allocations? |    | (i)<br>Code V—UBI<br>amount in box 20 of<br>Schedule K-1<br>(Form 1065) | (j)<br>General or<br>managing<br>partner? |    |
|--|-------------------------|--|-------------------------------------|---|------------------------------|---------------------------------------|--|----|---|---|----|
|  |                         |  |                                     |   |                              |                                       | Yes                                    | No |   | Yes                                       | No |
|  |                         |  |                                     |   |                              |                                       |  |    |   |   |    |

Part IV

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

| (a)<br>Name, address, and EIN of related organization                                 | (b)<br>Primary activity | (c)<br>Legal domicile<br>(state or<br>foreign<br>country) | (d)<br>Direct controlling<br>entity | (e)<br>Type of entity<br>(C corp, S corp,<br>or trust) | (f)<br>Share of total income | (g)<br>Share of<br>end-of-year<br>assets | (h)<br>Percentage<br>ownership |
|---|-------------------------|---|-------------------------------------|--|------------------------------|--|--------------------------------|
| MASSUAH FOR HOTELKEEPING AND REST LTD<br>C/O 50 WEST 58TH STREET<br>NEW YORK, NY10019 | YOUTH HOSTEL            | IS  | NA                                  |  | 0                            | 0  | 100 000 %                      |

Part V

Transactions With Related Organizations (Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35, or 36.)

Note. Complete line 1 if any entity is listed in Parts II, III or IV

1

During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

a

Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity

b

Gift, grant, or capital contribution to other organization(s)

c

Gift, grant, or capital contribution from other organization(s)

d

Loans or loan guarantees to or for other organization(s)

e

Loans or loan guarantees by other organization(s)

f

Sale of assets to other organization(s)

g

Purchase of assets from other organization(s)

h

Exchange of assets

i

Lease of facilities, equipment, or other assets to other organization(s)

j

Lease of facilities, equipment, or other assets from other organization(s)

k

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

l

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

m

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

n

Sharing of paid employees

o

Reimbursement paid to other organization for expenses

p

Reimbursement paid by other organization for expenses

q

Other transfer of cash or property to other organization(s)

r

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

Yes

No

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

1l

1m

1n

1o

1p

1q

1r

No

No

Yes

No

No

No

No

No

No

No

Yes

No

Yes

Yes

No

Yes

No

No

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

|     | (a)<br>Name of other organization    | (b)<br>Transaction<br>type(a-r) | (c)<br>Amount involved |
|-----|--------------------------------------|---------------------------------|------------------------|
| (1) | HADASSAH MEDICAL RELIEF ORGANIZATION | K                               | 16,098,341             |
| (2) | HADASSAH MEDICAL RELIEF ORGANIZATION | C                               | 13,986,744             |
| (3) | YOUNG JUDAEA INC DBA CAMP TEL YEHUDA | P                               | 371,651                |
| (4) | YOUNG JUDAEA SPROUT LAKE CAMP        | P                               | 146,332                |
| (5) |                                      |                                 |                        |
| (6) |                                      |                                 |                        |

Schedule R (Form 990) 2009

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

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

| (a)<br>Name, address, and EIN of entity | (b)<br>Primary activity | (c)<br>Legal domicile<br>(state or foreign<br>country) | (d)<br>Are all<br>partners<br>section<br>501(c)(3)<br>organizations? |    | (e)<br>Share of<br>end-of-year<br>assets | (f)<br>Disproportionate<br>allocations? |    | (g)<br>Code V—UBI<br>amount in box<br>20 of Schedule K-1<br>(Form 1065) | (h)<br>General or<br>managing<br>partner? |    |
|---|-------------------------|--|--|----|--|---|----|---|---|----|
|   |                         |  | Yes  | No |  | Yes                                     | No |   | Yes                                       | No |

Software ID:

Software Version:

EIN: 13-1656651

Name: HADASSAH THE WOMEN'S ZIONIST ORG  
OF AMERICA INC

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

| (a)<br>Name, address, and EIN of related organization   | (b)<br>Primary Activity | (c)<br>Legal Domicile<br>(State or Foreign Country) | (d)<br>Exempt Code section | (e)<br>Public charity status<br>(if 501(c)(3)) | (f)<br>Direct Controlling Entity |
|---|-------------------------|---|----------------------------|--|----------------------------------|
| HADASSAH MEDICAL RELIEF ASSOCIATION INC<br><br>50 WEST 58TH STREET<br>NEW YORK, NY10019<br>13-6110872 | CHARITABLE              | NY  | 501(C)(3)                  | 7  | NA                               |
| THE HADASSAH FOUNDATION INC<br><br>50 WEST 58TH STREET<br>NEW YORK, NY10019<br>13-4022483             | CHARITABLE              | NY  | 501(C)(3)                  | 11, I  | NA                               |
| HADASSAH OFFICE IN ISRAEL<br><br>C/O 50 WEST 58TH STREET<br>NEW YORK, NY10019                         | CHARITABLE              | IS  |                            |  | N/A                              |
| HADASSAH INTL MEDICAL RELIEF ASSOCIATION<br><br>C/O 50 WEST 58TH STREET<br>NEW YORK, NY10019          | CHARITABLE              | BD  |                            |  | N/A                              |
| YOUNG JUDAEA INC DBA CAMP TEL YEHUDA<br><br>50 WEST 58TH STREET<br>NEW YORK, NY10019<br>13-5654375    | CAMP                    | NY  | 501(C)(3)                  | 9  | NA                               |
| YOUNG JUDAEA SPROUT LAKE CAMP<br><br>50 WEST 58TH STREET<br>NEW YORK, NY10019<br>13-2830437           | CAMP                    | NY  | 501(C)(3)                  | 9  | NA                               |
| YOUNG JUDAEA CAMPS INC<br><br>50 WEST 58TH STREET<br>NEW YORK, NY10019<br>93-1272665                  | CAMP                    | DE  | 501(C)(3)                  | 9  | NA                               |
| HADASSAH MEXICO AC<br><br>HACIENDA EL CIERVO 7A-JR2<br>HUIXQUILUCAN 52763<br>MX                       | CHARITABLE              | MX  |                            |  | HIMRA                            |
| HADASSAH BELGIQUE ASBL (BELGIUM)  | CHARITABLE              | BE  |                            |  | HIMRA                            |
| HADASSAH MEDICAL ORGANIZATION<br><br>KIRYAT HADASSAH PO BOX 12000<br>JERUSALEM 91120<br>IS            | MEDICAL                 | IS  |                            |  | NA                               |
| HADASSAH YOUTH SERVICES AMUTA<br><br>C/O 50 WEST 58TH STREET<br>NEW YORK, NY10019                     | CHARITABLE              | IS  |                            |  | NA                               |
| HADASSAH WUJS ARAD LTD<br><br>C/O 50 WEST 58TH STREET<br>NEW YORK, NY10019                            | CHARITABLE              | IS  |                            |  | NA                               |
| AMUTAT CHILDREN'S VILLAGE MEIER SHFEYAH<br><br>C/O 50 WEST 58TH STREET<br>NEW YORK, NY10019           | CHARITABLE              | IS  |                            |  | NA                               |

## TY 2009 Affiliated Group Schedule

**Name:** HADASSAH THE WOMEN'S ZIONIST ORG  
OF AMERICA INC

**EIN:** 13-1656651

|                                       |            |   |
|---------------------------------------|------------|---|
| Affiliated Group Business Name:       |            | HADASSAH THE WOMEN'S ZIONIS               |
| Address. Either US or Foreign Type:   |            | 50 WEST 58TH STREET<br>NEW YORK, NY 10019 |
| EIN:                                  |            | 13-1656651                                |
| Electing Organization Checkbox:       |            | <input checked="" type="checkbox"/>       |
| Total Grassroots Lobbying:            | 33,921     |   |
| Total Direct Lobbying:                | 41,430     |   |
| Total Lobbying Expenditures:          | 75,351     |   |
| Other Exempt Purpose Expenditures:    | 36,602,961 |   |
| Total Exempt Purpose Expenditures:    | 36,678,312 |   |
| Lobbying Nontaxable Amount:           | 1,000,000  |   |
| Grassroots Nontaxable Amount:         | 250,000    |   |
| Tot Lobbying Grassroot Minus Non Tx:  | 0          |   |
| Tot Lobby Expend Mns Lobbying Non Tx: | 0          |   |
| Share Of Excess Lobbying:             | 0          |   |
| Affiliated Group Business Name:       |            | HADASSAH MEDICAL RELIEF ASSO              |
| Address. Either US or Foreign Type:   |            | 50 WEST 58TH STREET<br>NEW YORK, NY 10019 |
| EIN:                                  |            | 13-6110872                                |
| Electing Organization Checkbox:       |            | <input checked="" type="checkbox"/>       |
| Total Grassroots Lobbying:            | 0          |   |
| Total Direct Lobbying:                | 60,000     |   |
| Total Lobbying Expenditures:          | 60,000     |   |
| Other Exempt Purpose Expenditures:    | 75,091,346 |   |
| Total Exempt Purpose Expenditures:    | 75,151,346 |   |
| Lobbying Nontaxable Amount:           | 1,000,000  |   |
| Grassroots Nontaxable Amount:         | 250,000    |   |
| Tot Lobbying Grassroot Minus Non Tx:  | 0          |   |
| Tot Lobby Expend Mns Lobbying Non Tx: | 0          |   |
| Share Of Excess Lobbying:             | 0          |   |
| Affiliated Group Business Name:       |            | THE HADASSAH FOUNDATION INC               |
| Address. Either US or Foreign Type:   |            | 50 WEST 58TH STREET<br>NEW YORK, NY 10019 |
| EIN:                                  |            | 13-4022483                                |
| Electing Organization Checkbox:       |            | <input type="checkbox"/>                  |
| Total Grassroots Lobbying:            | 0          |   |
| Total Direct Lobbying:                | 0          |   |
| Total Lobbying Expenditures:          | 0          |   |
| Other Exempt Purpose Expenditures:    | 0          |   |
| Total Exempt Purpose Expenditures:    | 0          |   |
| Lobbying Nontaxable Amount:           | 0          |   |
| Grassroots Nontaxable Amount:         | 0          |   |
| Tot Lobbying Grassroot Minus Non Tx:  | 0          |   |
| Tot Lobby Expend Mns Lobbying Non Tx: | 0          |   |
| Share Of Excess Lobbying:             | 0          |   |



**TY 2009 Other Deductions Schedule**

**Name:** HADASSAH THE WOMEN'S ZIONIST ORG  
OF AMERICA INC

**EIN:** 13-1656651

| Description                | Foreign Amount<br>(should only be used<br>when attached to<br>5471 Schedule C<br>Line 16) | Amount |
|----------------------------|---|--------|
| OTHER EXPENSES             |   |        |
| IMPAIRMENT OF FIXED ASSETS |   |        |

Additional Data

Software ID:  
Software Version:  
EIN: 13-1656651  
Name: HADASSAH THE WOMEN'S ZIONIST ORG  
OF AMERICA INC

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

| 4d. Other program services |              |            |                        |             |                          |
|----------------------------|--------------|------------|------------------------|-------------|--------------------------|
| (Code )                    | (Expenses \$ | 13,879,809 | including grants of \$ | 7,572,661 ) | (Revenue \$ 10,182,425 ) |
| YOUNG JUDAEA               |              |            |                        |             |                          |
| (Code )                    | (Expenses \$ | 2,095,140  | including grants of \$ |             | (Revenue \$ )            |
| MAGAZINE                   |              |            |                        |             |                          |

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

| (A)<br>Name and Title                           | (B)<br>Average hours per week | (C)<br>Position (check all that apply) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|---|-------------------------------|--|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
|   |                               | Individual trustee or director         | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |  |   |   |
| NANCY FALCHUK<br>President                      | 34 0                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| MARCIE NATAN<br>Treasurer                       | 34 0                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| ELLEN HERSHKIN<br>Secretary                     | 27 0                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| SHEILA DERMAN<br>Vice President                 | 11 0                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| KATIE EDELSTEIN<br>Vice President               | 6 0                           | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| SANDRA GOLDSTEIN<br>Vice President              | 11 0                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| RONNIE ROSEN<br>Vice President                  | 21 0                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| BENITA ROSS<br>Vice President                   | 24 0                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| ROSALIND ROSEN<br>Vice President                | 16 0                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| JUDY SHERECK<br>Vice President                  | 24 0                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| ELLEN STEINBERG<br>Vice President               | 14 0                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| CHARLOTTE JACOBSON<br>Honorary Vice President   | 7 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| CARMELA E KALMANSON<br>Honorary Vice President  | 7 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| DEBORAH B KAPLAN<br>Honorary Vice President     | 16 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| BONNIE LIPTON<br>Honorary Vice President        | 21 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| RUTH W POPKIN<br>Honorary Vice President        | 7 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| MARLENE E POST<br>Honorary Vice President       | 26 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| BERNICE S TANNENBAUM<br>Honorary Vice President | 17 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| BETH AARONSON<br>National Board Member          | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| RENEE ALBERT<br>National Board Member           | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| DR SANDRA ALFONSI<br>National Board Member      | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| SHERRY ALTURA<br>National Board Member          | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| PHYLLIS BERLAS<br>National Board Member         | 14 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| BETTYE BERLIN<br>National Board Member          | 14 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| ESTHER YELEN BERMAN<br>National Board Member    | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |

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

| (A)<br>Name and Title                           | (B)<br>Average hours per week | (C)<br>Position (check all that apply) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|---|-------------------------------|--|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
|   |                               | Individual trustee or director         | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |  |   |   |
| RHODA BERNSTEIN<br>National Board Member        | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| PENNIE SESSLER BRANDEN<br>National Board Member | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| SHARON CADOFF<br>National Board Member          | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| RUTH G COLE<br>National Board Member            | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| LISA DAVIDSON<br>National Board Member          | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| ROCHELLE EDELMAN<br>National Board Member       | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| SANDY EINBERG<br>National Board Member          | 14 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| KAREN EISLER<br>National Board Member           | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| BARBARA EXTEIN<br>National Board Member         | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| CAROL FEIN<br>National Board Member             | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| BARBARA FLEISCHER<br>National Board Member      | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| ELIZABETH L FOX<br>National Board Member        | 14 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| DEBBIE FRIEDMAN<br>National Board Member        | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| DOROTHY GANZ<br>National Board Member           | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| DONNA GERSON<br>National Board Member           | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| CLARA GILLMAN<br>National Board Member          | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| NORMA S GINDES<br>National Board Member         | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| LYNN GOLD-BENJAMIN<br>National Board Member     | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| RITA GOTTLIEB<br>National Board Member          | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| HAREN HABER<br>National Board Member            | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| RUTH HENDELMAN<br>National Board Member         | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| KATHY HERSHFELD<br>National Board Member        | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| PAULA JARNICKI<br>National Board Member         | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| DEBORAH JEWETT<br>National Board Member         | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| CAROL GOODMAN KAUFMAN<br>National Board Member  | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |

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

| (A)<br>Name and Title                           | (B)<br>Average hours per week | (C)<br>Position (check all that apply) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|---|-------------------------------|--|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
|   |                               | Individual trustee or director         | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |  |   |   |
| EDDYSE KESSLER<br>National Board Member         | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| SANDRA KING<br>National Board Member            | 14 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| GLORIA KRAMER<br>National Board Member          | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| SHARON KRISCHER<br>National Board Member        | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| MARCIA GABRILOVE LADIN<br>National Board Member | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| RICKIE LEITER<br>National Board Member          | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| BARBARA LEVIN<br>National Board Member          | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| PATRICIA LEVINSON<br>National Board Member      | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| ANITA LEVY<br>National Board Member             | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| ESTIE LIPSIT<br>National Board Member           | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| VALERIE LOWENSTEIN<br>National Board Member     | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| ELLYN LYONS<br>National Board Member            | 24 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| TRISHA S MARGULIES<br>National Board Member     | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| DEBRA MAZON<br>National Board Member            | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| DEBORAH MINKOFF<br>National Board Member        | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| JULIE MORRIS<br>National Board Member           | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| SUSAN MOYE<br>National Board Member             | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| SORAYA NAZARIAN<br>National Board Member        | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| JANE NYCE<br>National Board Member              | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| HELAINÉ OHAYON<br>National Board Member         | 24 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| TOBEY ROLKEN ESQ<br>National Board Member       | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| JUDITH L PALKOVITZ<br>National Board Member     | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| JOY E POLLOCK ESQ<br>National Board Member      | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| JILL PROSKY<br>National Board Member            | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| JOYCE RABIN<br>National Board Member            | 24 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |

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

| (A)<br>Name and Title                      | (B)<br>Average hours per week | (C)<br>Position (check all that apply) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|--|-------------------------------|--|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
|  |                               | Individual trustee or director         | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |  |   |   |
| HANNA POLLACK<br>National Board Member     | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| LONYE RASCH<br>National Board Member       | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| FRIEDA ROSENBERG<br>National Board Member  | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| BARBARA SABIN<br>National Board Member     | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| ALECIA B SACHS<br>National Board Member    | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| JUDI SCHRAM<br>National Board Member       | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| MAUREEN SCHULMAN<br>National Board Member  | 24 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| SIMA SCHUSTER<br>National Board Member     | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| RONI SCHWARTZ<br>National Board Member     | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| SHELLEY SHERMAN<br>National Board Member   | 24 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| ANDREA SILAGI<br>National Board Member     | 24 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| NATALIE SILVERMAN<br>National Board Member | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| BELLE H SIMON<br>National Board Member     | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| ANNETTE SONDOCK<br>National Board Member   | 24 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| BARBARA SPACK<br>National Board Member     | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| JUDITH H SWARTZ<br>National Board Member   | 14 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| ROSELLE UNGAR<br>National Board Member     | 14 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| KAREN G VENEZKY<br>National Board Member   | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| SUSAN WEINBERG<br>National Board Member    | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| ELAINE WEISER<br>National Board Member     | 19 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| JUDITH WEISS<br>National Board Member      | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| JEAN WEITZ<br>National Board Member        | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| LAURIE WEITZ<br>National Board Member      | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| LAURIE WERNER<br>National Board Member     | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| SUSAN WILKOF<br>National Board Member      | 9 0                           | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |

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

| (A)<br>Name and Title                     | (B)<br>Average<br>hours<br>per<br>week | (C)<br>Position (check all<br>that apply) |                       |         |              |                                 |        | (D)<br>Reportable<br>compensation<br>from the<br>organization (W-<br>2/1099-MISC) | (E)<br>Reportable<br>compensation<br>from related<br>organizations<br>(W- 2/1099-<br>MISC) | (F)<br>Estimated<br>amount of other<br>compensation<br>from the<br>organization and<br>related<br>organizations |
|---|--|---|-----------------------|---------|--------------|---------------------------------|--------|---|--|---|
|   |  | Individual trustee<br>or director         | Institutional Trustee | Officer | Key employee | Highest compensated<br>employee | Former |   |  |   |
| LEONA K COHEN<br>National Board Member    | 9 0                                    | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| LIZ ALPERT<br>Region President            | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| SUE BELLER<br>Region President            | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| JUDY EDWARDS<br>Region President          | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| ANN EISENBERG<br>Region President         | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| KAREN HERTZ EVERETT<br>Region President   | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| KAREN GOLDMAN<br>Region President         | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| DIANNE GOTTLIEB<br>Region President       | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| ELISSA GREBBER<br>Region President        | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| GAIL HAMMERMAN<br>Region President        | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| REBECCA KRASNEGOR<br>Region President     | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| LINDA LANDER<br>Region President          | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| SHEILA MAGERMAN<br>Region President       | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| DALE MARCUS<br>Region President           | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| ANITA MARMER<br>Region President          | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| ELLEN K MASTERS<br>Region President       | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| SHEREE MIROCHNIK<br>Region President      | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| MELANIE NASBERG<br>Region President       | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| MARILYN ROSENTHAL<br>Region President     | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| DR RACHEL SCHONBERGER<br>Region President | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| CAROL ANN SCHWARTZ<br>Region President    | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| BARBARA SHURBERG<br>Region President      | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| DIANE SIGEL<br>Region President           | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| RHODA F SMOLOW<br>Region President        | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |
| KAREN SPIVACK<br>Region President         | 22 0                                   | X   |                       |         |              |                                 |        | 0   | 0  | 0   |

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

| (A)<br>Name and Title                                | (B)<br>Average hours per week | (C)<br>Position (check all that apply) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|--|-------------------------------|--|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
|  |                               | Individual trustee or director         | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |  |   |   |
| JANE STROM<br>Region President                       | 22 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| DANA WAXLER<br>Region President                      | 22 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| CAROL WEISS<br>Region President                      | 22 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| BEVERLY FINE<br>Big Chapter President                | 22 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| FRANCES GIVERTZ<br>Big Chapter President             | 22 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| JILL B GOLDSTONE<br>Big Chapter President            | 22 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| LYNDA HEYMAN<br>Big Chapter President                | 22 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| AMY SLOANE<br>Big Chapter President                  | 22 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| ROBIN SHUMAN<br>Big Chapter President                | 22 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| TEMA STERNBERG<br>Big Chapter President              | 22 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| BARBARA MILLER-FOX ABRAMOFF<br>BIG CHAPTER PRESIDENT | 22 0                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| RICK ANNIS<br>CHIEF FINANCIAL OFFICER                | 20 0                          |  |                       | X       |              |                              |        | 197,300  | 197,299   | 36,075  |
| MORLIE LEVIN<br>EXECUTIVE DIRECTOR                   | 20 0                          |  |                       | X       |              |                              |        | 189,384  | 189,383   | 26,859  |
| LARRY BLUM<br>CHIEF OPERATING OFFICER                | 20 0                          |  |                       | X       |              |                              |        | 180,196  | 180,196   | 36,075  |
| SHERYL ZELIGSON<br>GENERAL COUNSEL                   | 20 0                          |  |                       |         | X            |                              |        | 158,337  | 158,336   | 36,075  |
| CATHERINE REED<br>DIVISION DIRECTOR                  | 3 0                           |  |                       |         |              | X                            |        | 17,810   | 204,815   | 52,069  |
| AVRAM ARIAN<br>DIVISION DIRECTOR                     | 40 0                          |  |                       |         |              | X                            |        | 195,707  | 0   | 39,783  |
| ALAN TIGAY<br>DIVISION DIRECTOR                      | 40 0                          |  |                       |         |              | X                            |        | 180,484  | 0   | 40,126  |
| STEVEN GOLDBERG<br>DIRECTOR OF EXECUTIVE DIVISION    | 20 0                          |  |                       |         |              | X                            |        | 94,173   | 94,172  | 29,332  |
| CRAIG PURINTON<br>DIRECTOR OF MAJOR GIFTS            | 20 0                          |  |                       |         |              | X                            |        | 14,077   | 161,896   | 46,135  |