

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



## Form **990**

**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)

OMB No 1545-0047 2009 Open to Public

Department of the Treasury Internal Revenue Service

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

Inspection

	or the 200	9 calendar year, or tax year beginning , 2009, and ending		, 20		
<u>В сы</u>	eck if applicable	Please C Name of organization WISCONSIN DELLS VISITOR & CONVENTIO	<del></del>			
	Address change	use IRS label or Doing Business As BUREAU, INC				
	Name change	print or Number and street (or P O box if mail is not delivered to street address) Room/su	ite E Telephone number			
	Initial return	type See P.O. BOX 390	(608) 254-80	880		
	Terminated	Specific City or town, state or country, and ZIP + 4				
	Amended	tions WISCONSIN DELLS, WI 53965	G Gross receipts \$	9,064,94		
<del> </del>	return Application	F Name and address of principal officer JILL DIEHL	H(a) Is this a group return	o for Yes X		
L	pending	SAME AS C ABOVE	affiliates?  H(b) Are all affiliates inclu	<u> </u>		
		<u></u>	If "No," attach a list			
	Tax-exempt s					
		WWW.WISDELLS.COM	H(c) Group exemption nu			
	Form of orga		mation 1949 M State o	or regal domicile		
Par		mmary				
	1 Briefi TO	y describe the organization's mission or most significant activitiesPROMOTE WI DELLS-LAKE DELTON AREA AS A MAJOR TOURIST	DESTINATION.			
2		VIDE PROMPT AND COURTEOUS SERVICE TO AREA VISITORS.				
nar		PUBLIC ON ALL MEMBERS IN GOOD STANDING OF THE BUREAU	<b></b>			
Ver		k this box I if the organization discontinued its operations or disposed of more than 2				
ဖိ				22		
Activities & Governance		per of voting members of the governing body (Part VI, line 1a)		22		
ţį		per of independent voting members of the governing body (Part VI, line 1b)		31		
Ę	5 Total	number of employees (Part V, line 2a)	5			
Ac	6 Total	number of volunteers (estimate if necessary)	6	103 6		
	7a Total	gross unrelated business revenue from Part VIII, column (C), line 12	7a	493,6		
	b Net u	nrelated business taxable income from Form 990-T, line	7b	-259,3		
			Prior Year	Current Year		
	8 Cont	ributions and grants (Part VIII, line 1h) ram service revenue (Part VIII, line 2g)	8,862,994.	8,463,5		
ΞĮ	9 Prog	ributions and grants (Part VIII, line 1h)	608,741.	516,3		
Revenue		tment income (Part VIII, column (A), lines 3, 4, and 7d)	134,555.	59,0		
α̈́	<b>11</b> Othe	r revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10concident.	29,992.	5,8		
	12 Total	revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 42)	9,636,282.	9,044,8		
	-	-			326,169.	286,7
		ts and similar amounts paid (Part IX, column (A), lines 1-3)	0.			
		fits paid to or for members (Part IX, column (A), line 4)	1,086,130.	1,141,3		
es		ies, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	1,141,5		
Sua		ssional fundraising fees (Part IX, column (A), line 11e)	<u> </u>			
Expenses		fundraising expenses, Part IX, column (D), line 25) ▶	0.016.760	7 705 0		
۳		r expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	8,216,762.	7,795,0		
	18 Total	expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	9,629,061.	9,223,1		
	19 Reve	nue less expenses Subtract line 18 from line 12	7,221.	-178,2		
es o			Beginning of Year	End of Year		
Assets or Balances	20 Total	assets (Part X, line 16)	7,524,111.	7,231,2		
Ass		liabilities (Part X, line 26)	969,598.	855,0		
Fact		ssets or fund balances Subtract line 21 from line 20	6,554,513.	6,376,2		
		gnature Block	<del></del>			
لتاجي		er penalties of perjury. I declare that I have examined this return, including accompanying schedules	and statements and to th	e best of my knowl		
	and	belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all	information of which prep	arer has any knowle		
6	ian	fasi in the	5.17.1	0		
3	ign ore	Signature of officer	Date	<del>-</del>		
u	E16		ctor			
Н	1 1	Type or any type and tyle	LIUV_			
H		Type or print mame and title		identifying number		
H		10-1-	if Drangerede			
		parer's Date Check self-	(see instruc	ctions)		
Paid	sıgr	ature 5/12/2010 self-emplo	yed (see instru	ctions) /A		
Paid Prep	sigr parer's Firm	ature 5/12/2010 self-emplors name (or you're GRANT THORNTON LLP	yed   (see instruction N  EIN   N	ctions) / A / A		
Paid Prep	oarer's Sign	ature 5/12/2010 self-emplo	yed   (see instruction N  EIN   N	ctions) / A		
Paid Prep Use	oarer's Only Sigr	sature    5/12/2010   self-employed),   Self-emp	yed   (see instruction N  EIN   N	ctions) / A / A		
Paid Prep Use	oarer's Only sign Firm if se addr the IRS di	sature  's name (or you's GRANT THORNTON LLP f-employed), ess, and ZIP + PO BOX 8100 MADISON, WI 53708-8100  scuss this return with the preparer shown above? (see instructions)	yed   (see instruction N  EIN   N	ctions) /A /A 08-257-6761		
Paid Prep Use	oarer's Only of the IRS de	sature 3/12/2010 self-emplored, Femployed), ess, and ZIP + PO BOX 8100 MADISON, WI 53708-8100	yed   (see instruction N  EIN   N	ctions) /A /A 08-257-6761  X   Yes		

	1990 (2009) • Page:
_	rt III Statement of Program Service Accomplishments
1	Briefly describe the organization's mission.
	ATTACHMENT 3
	Did the organization undertake any significant program services during the year which were not listed on
	the prior Form 990 or 990-EZ?
	If "Yes," describe these new services on Schedule O.
3	Did the organization cease conducting, or make significant changes in how it conducts, any program
	services?
	If "Yes," describe these changes on Schedule O
4	Describe the exempt purpose achievements for each of the organization's three largest program services by expenses
	Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and
	allocations to others, the total expenses, and revenue, if any, for each program service reported.
4a	(Code ) (Expenses \$ \text{including grants of \$}  \text{) (Revenue \$}  \text{)}
	MARKETING PROMOTES THE WISCONSIN DELLS AREA AS A TRAVEL
	DESTINATION TO VISITORS. OVER 3 MILLION VISITORS ENJOY THE
	WISCONSIN DELLS AREA ANNUALLY AND SPEND AN ESTIMATED \$1.03 BILLION
	IN TOURIST RELATED EXPENDITURES.
4b	(Code: ) (Expenses \$\frac{1}{2} \text{ including grants of \$\frac{1}{2}} \text{) (Revenue \$\frac{1}{2} )
	MEETING/CONVENTION, GROUP AND SPORTS SALES RAISE THE QUALITY AND
	VOLUME OF MEETING/CONVENTION, GROUP AND SPORTS BUSINESS WHICH IN
	TURN BENEFITS THE AREA MEETING AND SPORTS FACILITIES. THE
	MEETING/CONVENTION BUSINESS ALONE ACCOUNTED FOR APPROXIMATELY 22%
	OF THE VISITOR EXPENDITURES REPORTED IN PROGRAM SERVICE ACTIVITY
	#1, NOTED ABOVE.
10	(Code: ) (Expenses \$\frac{\text{including grants of \$}}{\text{) (Revenue \$}}\)
40	VISITOR AND CONVENTION SERVICES ASSIST MEETING PLANNERS WITH
	INFORMATION AND SUPPORT MATERIALS TO HELP IN CONVENTION AND
	VISITOR PLANNING EFFORTS.
	VISITOR PLANNING EFFORIS.
4d	Other program services (Describe in Schedule O)
	(Expenses \$ including grants of \$ ) (Revenue \$ )
4e	Total program service expenses ▶
	Form <b>990</b> (2009

Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," on complete Schedule A 2 is 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 II.  Sections 501(c)(3) organizations. 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 II.  Sections 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III.  Sections 501(c)(4), 501(c)(5), and 501(c)(6) organizations is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III.  Did the organization maintain any doron 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 III.  Did the organization maintain collections of works of art, historical treasures, or other similar assotis? If "Yes," complete Schedule D, Part III.  Did the organization maintain collections of works of art, historical treasures, or other similar assotis? If "Yes," complete Schedule D, Part III.  Did the organization report an amount in Part X, line 21, serve as a custodien 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 VII.  Did the organization deport an amount for investments—other-securities Part X, line 10? If "Yes," complete Schedule D, Part VII.  Did the organization report an amount for investments—other-securities Part VIII.  Did the organization other assets reported in Part X, line 10? If "Yes," complete Schedule D, Part VIII.	Part	IV Checklist of Required Schedules		_	
2 Is the organization complete Schedule B. Schedule of Contributors?  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 II.  4 Section 301(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II.  5 Sections 501(c)(4), 501(c)(5), and 501(c)(6) organizations is the organization subject to the section 6033(c) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III.  5 Ax  5 Obd the organization and distribution or investment of amounts in such 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 II.  6 Ax  7 Did the organization receive or hold a conservation easement, including easements to proserve open space, the environment, historic land areas, or historical structures? If "Yes," complete Schedule D, Part III.  7 Ax  8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III.  9 Did the organization meintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III.  10 Did the organization directly or through a related organization, hold assets in term, permanent, or quest-endowments? If "Yes," complete Schedule D, Part IV.  10 Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.  11 Is the organization report an amount for other assets 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 VI.  12 Did the organization objain separate or consolidated financial statements for the tax year? If "Yes," complete Schedule D, Part XI, III.  13 Did the organization objain separate, independent				Yes	No
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2 is the organization required to complete Schedule B, Schedule of Contributions?  3 Did the organization again 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 Sections 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II.  5 Sections 501(c)(4), 501(c)(5), and 501(c)(6) organizations is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III.  5 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 II.  6 Did the organization maintain any donor advised funds or any similar funds or accounts? If "Yes," complete Schedule D, Part II.  7 Did the organization instantian collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III.  8 Did the organization instantian collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III.  9 Did the organization directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part IV.  10 Did the organization directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part VI.  10 Did the organization report an amount for investments—other-secunties Part X, line 10? If "Yes," complete Schedule D, Part VI.  11 Is the organization report an amount for other hisbities 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 VI.  12 Did the organization report an amount for other assets in Part X, line 15? If "Yes," complete Schedule D, Part X.  13 Did t			1		x
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I.  4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part III.  5 Sections 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(c) nolice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III.  5 Did the organization intentian 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.  7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structure? If "Yes," complete Schedule D, Part III.  8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III.  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 negoliation services? If "Yes," complete Schedule D, Part IV.  10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part VV.  11 Is the organization report an amount for investments—other-securities in Part X, line 10? If "Yes," complete Schedule D, Part VVI.  12 Did the organization report an amount for investments—other-securities in Part X, line 10? If "Yes," complete Schedule D, Part VVII.  13 Did the organization report an amount for other lassets in Part X, line 10? If "Yes," complete Schedule D, Part XVII.  14 Did the organization report an amount for other lassets ine Part X, line 10? If "Yes," complete Schedule D, Part	2		2	X	
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? // "Yes," complete Schedule C, Part // .  5 Sections 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax // "Yes," complete Schedule C, Part // .  5 Did the organization intation 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? // "Yes," complete Schedule D, Part // .  7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? // "Yes," complete Schedule D, Part // .  8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? // "Yes," complete Schedule D, Part // .  10 Did the organization directly or through a related organization, hold assets in term, permanent, or quasi-endowments? // "Yes," complete Schedule D, Part // .  10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? // "Yes," complete Schedule D, Part // .  10 Did the organization in an account for land, buildings, and equipment in Part X, line 10? // "Yes," complete Schedule D, Part V/ .  11 X  12 Did the organization report an amount for investments—other-secunties Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? // "Yes," complete Schedule D, Part V/ .  12 Did the organization report an amount for investments—other-secunties Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? // "Yes," complete Schedule D, Part V/ .  13 Did the organization report an amount for investments—other-secunties in Part X, line 18 total assets reported in Part X, line 16? // "Yes," complete Schedule D, Part V/ .  14 Did the organization report an amount for investments—other	3				l
Schedule C, Part II.  Sections 501(c)(4), 501(c)(5), and 501(c)(5) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes,"complete Schedule C, Part III.  Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advise on the distribution or investment of amounts in such funds or accounts "Wes," complete Schedule D, Part II.  Did the organization creave 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 III.  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 negoliation services? If "Yes," complete Schedule D, Part IV.  Did the organization report an amount for amount for depairs or debt negoliation services? If "Yes," complete Schedule D, Part VI.  Is the organization organization directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If "Yes,"complete Schedule D, Part VI.  Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VII.  Did the organization report an amount for investments—other-secunities 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 VII.  Did the organization report an amount for other labilities 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 VII.  Did the organization report an amount for other labilities 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 X VII.  Did the organization report an amount for other labilities in Part X, line 15 that is 5% or more of its total ass		candidates for public office? If "Yes," complete Schedule C, Part I	3		х
5 Sections 501c()(4), 501c()(5), and 501c()(6) organizations is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax1 if "res," complete Schedule C, Part III .  5 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 II .  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 III .  8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III .  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 .  10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endownents? If "Yes," complete Schedule D, Part V .  10 Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.  11 Is the organization report an amount for investments—other-secuntiesin Part X, line 10? If "Yes," complete Schedule D, Part VII.  12 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 VII.  12 Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of also the organization report an amount for other assets in Part X, line 15 that is 5% or more of also to the organization report an amount for other assets in Part X, line 15 that is 5% or more of also the organization report an amount for other assets in Part X	4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete			_
notice and reporting requirement and proxy tax? If "Yes,"complete Schedule C, Part III		Schedule C, Part II	4		
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	5	Sections 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e)			
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complete Schedule D, Part I.  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.  Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III.  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.  Did the organization, directly or through a related organization, hold assets in term, permanet, or quasi-endowments? If "Yes," complete Schedule D, Part V.  Did the organization if Yes, "complete Schedule D, Part V.  Is the organization answer to any of the following questions "Yes"? If so, complete Schedule D, Part V.  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 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 other liabilities 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 VII.  Did the organization report an amount for other liabilities 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 VII.  Did the organization separate or consolidated financial statements for the tax year: If "Yes," complete Schedule D, Part X IV.  Did the organization separate, independent audited financial statements for the tax year?  If "Yes," complete Schedule D, Part X, IV, and XIII.  A Was the organization included in consolidated, independent audited financial statements for the tax year?	6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have			
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 III.  8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III.  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 counselling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV.  10 Did the organization (irectly or through a related organization, hold assets in term, permanent, or quasis-endowments? If "Yes," complete Schedule D, Part V.  11 Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI, VII, IV, IV, or X as applicable  1 Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VII.  1 Did the organization report an amount for investments—other-secuntiesin 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.  1 Did the organization report an amount for other assets in Part X, line 25? If "Yes," complete Schedule D, Part XII.  2 Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part XII.  3 Did the organization asperate or consolidated financial statements for the tax year? If Yes," complete Schedule D, Part XII.  1 Did the organization organized in separate, independent audited financial statements for the tax year? If Yes," complete Schedule D, Part XIII, IV, and XIII is optional.  1 Did the organization as school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule P, Part II.  1 Did the organization manitari an office, employees, or agents outside of the United States?  1 Did the organization organized in acti		the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes,"	1		
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If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional	12 A		12		$\hat{}$
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14 a Did the organization maintain an office, employees, or agents outside of the United States?	13		13		×
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	14 a				
business, and program service activities outside the United States? If "Yes," complete Schedule F, Part I					
Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II			14b	1	Х
organization or entity located outside the United States? If "Yes," complete Schedule F, Part II	15				
Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Part III			15		Х
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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			17		Х
Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18				
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			18		Х
If "Yes," complete Schedule G, Part III	19				
20 Did the organization operate one or more hospitals? If "Yes," complete Schedule H		If "Yes," complete Schedule G, Part III	19		Х
	20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		Х

Form **990** (2009)

Part	V. Checklist of Required Schedules (continued)			
			Yes	No
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations			
	in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	Х	
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? If "Yes," complete Schedule I, Parts I and III	22_		X_
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the			
	organization's current and former officers, directors, trustees, key employees, and highest compensated	1		
	employees? If "Yes," complete Schedule J	23		Х
24 a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than			
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines			
	24b through 24d and complete Schedule K. If "No," go to question 25	24a		Х
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
	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		
А	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction			
ZJ a	with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a	-	
	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a			
þ	prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or			
	990-EZ? If "Yes," complete Schedule L, Part I	25b		
	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or	230		
26		26	ĺ	х
	disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II.	20	-	<del></del>
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?	27		x
	If "Yes," complete Schedule L, Part III	21		
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)	200		х
	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	20a		
ь	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete	206		x
	Schedule L, Part IV	28b		<del>  ^</del> -
С	An entity of which a current or former officer, director, trustee, or key employee of the organization (or a		ļ	
	family member) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L,			
	Part IV	28c		X
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	X	<del> </del>
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified			١.,
	conservation contributions? If "Yes," complete Schedule M	30_	ļ	X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N,			١
	Part I	31	-	X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			١
	Schedule N, Part II	32	<u> </u>	X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			١
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II,			
	III, IV, and V, line 1	34	X	<u> </u>
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete			
	Schedule R, Part V, line 2	35		X
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related			
	organization? If "Yes," complete Schedule R, Part V, line 2	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R,			1
	Part VI	37_	<u>L.</u> _	Х
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and			
	19? Note. All Form 990 filers are required to complete Schedule O	38	Х	<u> </u>
			000	(2009)

Par	Statements Regarding Other IRS Filings and Tax Compliance			Г
	5 · · · · · · · · · · · · · · · · · · ·	,,	Yes	No
1 a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns Enter -0- if not applicable 28			
	o di montadori rectario a mate applicació i i i i i i i i i i i i i i i i i i	· > 15	٠.	· ·
	Enter the number of Forms W-20 included in line 1a. Enter -0- if not applicable			}
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable		X	
_	gaming (gambling) winnings to prize winners?	1c		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax  Statements, filed for the calendar year ending with or within the year covered by this return.		•	1
_	Claternestes, since for the calernal year chang with or washing the year devoted by the retain.			a t
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		<del></del>
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see	**.		,
_	instructions)	"		
3 a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by	2-	X	3
	this return?	3a 3b	<u>^</u>	<u> </u>
	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	30		<del></del>
4 a	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	4a		x
	account)?	<b>4</b> a	<del>,</del>	<del>-                                    </del>
D	If "Yes," enter the name of the foreign country: ▶  See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank	^-^ `~*		
	and Financial Accounts		•	']
<b>5</b> -	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		Χ,
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding			
·	Prohibited Tax Shelter Transaction?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the			
V.	organization solicit any contributions that were not tax deductible?	6a	Х	
ь	If "Yes," did the organization include with every solicitation an express statement that such contributions or			
~	gifts were not tax deductible?	6b	Х	
7				
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods	- '		ļJ
	and services provided to the payor?	7a		<u> </u>
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		L
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was			
	required to file Form 8282?	7c		ļ
	If "Yes," indicate the number of Forms 8282 filed during the year			
е	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal			
	benefit contract?	7e		<u> </u>
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f_		
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g_		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as			
	required?	7h		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting			
	organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring	8		
_	organization, have excess business holdings at any time during the year?	•		<del>                                      </del>
9	Sponsoring organizations maintaining donor advised funds.	9a		1
a	Did the organization make any taxable distributions under section 4966?	9b		<del>                                     </del>
. b		35		<del>                                     </del>
10	Section 501(c)(7) organizations. Enter Initiation fees and capital contributions included on Part VIII, line 12			Ι,
				ļ '
	Ologa receipto, included on the oliver and the public and a contract of the co			
11	Section 501(c)(12) organizations. Enter  Gross income from members or shareholders 11a	,		] . :
	Gross income from members or shareholders			'
b				!
40 -	amounts due or received from them )	12a		~ <i>'</i>
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year   12b			<del>'</del> ;
<u>a</u>	II 163, Gitter the amount of tax-exempt interest received of accrete during the year	Form	990	(2009)

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

Sect	tion A. Governing Body and Management			
			Yes	No
а	Enter the number of voting members of the governing body			<del>                                     </del>
1b	Enter the number of voting members that are independent	1		
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	Х	
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		х
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a material diversion of the organization's assets?	_5		Х
6	Does the organization have members or stockholders?	6	Х	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members			
	of the governing body?	7a	Х	
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	Х	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during			
	the year by the following:			
а	The governing body?	8a	Х	
b	Each committee with authority to act on behalf of the governing body?	8b	Х	
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	9a	Χ	
	tion B. Policies (This Section B requests information about policies not required by the Internal			
Rev	enue Code.)			
			Yes	No
10 a	Does the organization have local chapters, branches, or affiliates?	10a		Х
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		
11	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the			
	form?	11		<u> </u>
	Desribe in Schedule O the process, if any, used by the organization to review this Form 990.	4-	х	
12 a	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	<del>-</del>	
b	, , , , , , , , , , , , , , , , , , ,	40.	х	
	rise to conflicts?	12b	$\widehat{}$	<del></del>
С	Does the organization regularly and consistently monitor and enforce compliance with the policy?  If "Yes,"	40	х	
40	describe in Schedule O how this is done	12c	$\hat{\mathbf{x}}$	
13	Does the organization have a written whistleblower policy?	13	X	
14	Does the organization have a written document retention and destruction policy?	14	^	
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?	45-	х	
a	The organization's CEO, Executive Director, or top management official	15a 15b	X	
b	Other officers or key employees of the organization	130	-	
16 a				
104	with a taxable entity during the year?	16a		Х
ь	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate			
	its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard		ĺ	
	the organization's exempt status with respect to such arrangements?	16b		
Sect	ion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed ► WISCONSIN			
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only	 )		
	available for public inspection. Indicate how you make these available. Check all that apply.	•		
	Own website Another's website X Upon request			
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest			
	policy, and financial statements available to the public.			
20	State the name, physical address, and telephone number of the person who possesses the books and records of the			
	organization: ►NICHOLE KOCOVSKY 115 LA CROSSE ST WISCONSIN DELLS, WI 53965	<b></b>		
	608-254-8088			

# Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

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

- 1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year. Use Schedule J-2 if additional space is needed.
- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid.
  - List all of the organization's current key employees. See instructions for definition of "key employee."
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

List persons in the following order: individual trustees or directors, institutional trustees, officers; key employees, highest compensated employees; and former such persons

(A)	(B)				C)			(D)	(E)	(F)
Name and Title	Average hours per week	Individual trustee Of or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
JILL DIEHL										
PRESIDENT	2.00	Х		Х				0.	. 0	. С
TIM GANTZ										
VICE PRESIDENT	2.00	Х		Х				0.	0	
KENNETH FOSTER										
SECRETARY/TREASURER	2.00	Х		Х				0.	0	
LES BREMER										
DIRECTOR	1.00	Х					Ī	0.	0 :	, (
JOE ECK										
DIRECTOR	1.00	Х						0.	0	. (
SCOTT KALCIK										
DIRECTOR	1.00	Х						0.	0	
THOMAS DIEHL										
DIRECTOR	1.00	х						0.	0	. (
BILL BROWN										<u> </u>
DIRECTOR	1.00	Х						0.	0	C
JJ GISSAL										
DIRECTOR	1.00	Х						0.	o	. (
PETER TOLLAKSEN										
DIRECTOR	1.00	Х						0.	0.	C
BETH ANACKER										
DIRECTOR	1.00	x						0.	0	C
ALICE WARD										
DIRECTOR	1.00	Х						o.	0	
TERRI ZAPUCHLAK										
DIRECTOR	1.00	х						0.	0	
MIKE KAMINSKI										
DIRECTOR	1.00	Х						0.	0	
MARK SCHMITZ										-
DIRECTOR	1.00	х					_	0.	0	
BRIAN HOLZEM										
DIRECTOR	1.00	х						0.	ol	(

Part VII Section A. Officers, Directors, Tre	ustees, K	ey Er	npl	oye	es,	and	Hig	hest Compensa	ted Employee	(continued)			
(A)										(F)			
Name and title	Average hours per week	Individual trustee or director	Institutional truste	Officer	a Key employee	Highest compensated employee	Former	Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related			
			Ō			ated				organizations			
DAN GAVINSKI DIRECTOR	1.00	x						0.		0.			
DANA KRUEGER			-										
DIRECTOR	1.00	Х						0.		0. 0			
DIRECTOR	1.00	х						0.	(	0.			
BEN BORCHER								_					
DIRECTOR	1.00	X				ļ		0.	(	0			
DIRECTOR	1.00	х						0.		0.			
STEVE PINE	1 00	,,											
JON BERNANDER	1.00	Х			_			0.		0			
DIRECTOR	1.00	x				ŀ		0.	,	0.			
DAYLENE STROEBE	2.00	<u> </u>						<u> </u>					
DIRECTOR	1.00	Х						0.	(	0.			
JULIA LUTHER													
DIRECTOR	1.00	Х						0.	(	0.			
GARY GILLILAND	1 00								,				
DIRECTOR BRENT GASSER	1.00	Х						0.		0.			
DIRECTOR	1.00	x						0.	(	0.			
DIANE JACOBSON													
DIRECTOR	1.00	Х						0.	(	0.			
DALE WILLIAMS													
DIRECTOR	1.00	X	l	L		L	<u> </u>	0.		0.			
1b Total . CONTINUED AT .SCHEDULE . J-2.				<u></u>	<u></u>			118,497.	_	23,829.			
2 Total number of individuals (including but not lim reportable compensation from the organization				DOV	e) w	/no re	ceiv	ed more than \$100	,000 in				
reportable compensation nom the organization										Yes No			
3 Did the organization list any former office	er. directo	or or	tru	stee	a. I	kev e	ame	lovee. or highest	compensated				
employee on line 1a? If "Yes," complete Schede										3 X			
4 For any individual listed on line 1a, is the	sum of	repor	table	е с	om	pensa	tion	and other comp	pensation from				
the organization and related organizations									ule J for such				
individual										4 X			
5 Did any person listed on line 1a receive services rendered to the organization? If "Yes,"										5 X			
Section B. Independent Contractors	complete c	301100	uio e	,,,,	30	on per	307	<u>, , , , , , , , , , , , , , , , , , , </u>	· · · · · · · · · · · · · · · · · · ·				
Complete this table for your five highest compensation from the organization	compensate	ed in	dep	end	ent	cont	ract	tors that received	more than \$	100,000 of			
(A) Name and business add								(B) Description of ser		(C) Compensation			
realine and business addi							+-	Description of Ser	1003	Compensation			
			-				T						
							1						
							$\prod$						
							<u>L</u> .						
2 Total number of independent contractors (in more than \$100,000 in compensation from th				nited	d to	thos	e li	isted above) who	received				
JSA										Form <b>990</b> (2009)			

ر براد د د		And the second s		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
, ,,	1a	Federated campaigns 1	<u> </u>	1			
ounts	ь	Membership dues 1	1,184,927				
, E	С	Fundraising events 1	;				
lar am	d	Related organizations 1	<u> </u>				
and other simil	е	Government grants (contributions) 1	7,278,579	「 カー湾の最高	7. >		
ē	f	All other contributions, gifts, grants,				· .	,
ㅎ		and similar amounts not included above . 1					
and	g	Noncash contributions included in lines 1a-1f \$		علاً "لله لظنسست علما			Limar, along a
<u>o</u>	h_	Total. Add lines 1a-1f	Business Code	8,463,506.			
Program Service Revenue		CHIMPENT ANNUAL CARD DEP				<u></u>	
8	2a	ENTERTAINMENT CARD FEE	713990	12,653	12,653		
8	b	SAFETY PATROL INQUIRY LISTS	713990 541900	2,341	2,341		
2	ت ب	COOP AD INCOME	541800	12,043.		12,043	
S	ď	ANNUAL MTG REGIS.	713990	481,558. 7,800	7,800.	481,558.	·
g	f	All other program service revenue		7,800	7,800.		
5	g	Total. Add lines 2a-2f		516,395.		' ,	,
	3	Investment income (including dividends, inte				*	
		other similar amounts)		59,562			59,562
	4	Income from investment of tax-exempt bond		. 0			
ľ	5	Royalties · · · · · · · · · · · · · · · · · · ·	<u></u> ▶	0			
		(ı) Real	(II) Personal	1910°	-	•	47
	6a	Gross Rents		1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1		. *	
	b	Less rental expenses				• •	, ,
	C	Rental income or (loss)			- , , 		,,,
- [	ď	Net rental income or (loss)	<u> ▶</u>	0			
	7a	Gross amount from sales of (i) Securitie	s (II) Other	77	. ′	ív.	
		assets other than inventory	293			· ;	
	b	Less. cost or other basis				•	
		and sales expenses	761	1 7 6 6 6			-
	C	Gain or (loss)	1				
	d		· · · · · · · · · •	-468.			-468
<u>≅</u>	8a	Gross income from fundraising		1743			
<u> </u>		events (not including \$	1				
Otner Kevenue		of contributions reported on line 1c)				1	
5		See Part IV, line 18	1		, .	's	
	b C	Less direct expenses		0 200			
۱ ۲	9a	Gross income from gaming activities	. E11 C11. 4. P	-9,282			
	Ja	See Part IV, line 19	ا ا			,*	
	b	Less direct expenses					•
	C	Net income or (loss) from gaming activities		0.			-
	10a	Gross sales of inventory, less		5.52 3.5	,		1 '
		returns and allowances	a		,		
	ь	Less: cost of goods sold	1	<u> </u>			
		Net income or (loss) from sales of inventory	<u> </u>	0.			
		Miscellaneous Revenue	Business Code				
ſ.	11a	MISCELLANEOUS INCOME		15,126	15,126		
	ь						
	С		_				
}	đ	All other revenue					
	e	Total. Add lines 11a-11d	▶	15,126			
- 1	12	Total Revenue. See instructions	_	9,044,839	37,920	493,601.	59,094

### 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).						
	not include amounts reported on lines 6b, , 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses			
1	Grants and other assistance to governments and							
	organizations in the U.S. See Part IV, line 21	286,705.						
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	0.						
4	Benefits paid to or for members	0.						
5	Compensation of current officers, directors,							
	trustees, and key employees	142,326.						
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	834,096.						
8	Pension plan contributions (include section 401(k)							
	and section 403(b) employer contributions)	46,105.						
9	Other employee benefits	43,964.						
10	Payroli taxes	74,892.	· · · · · · · · · · · · · · · · · · ·					
11	Fees for services (non-employees)	: .						
	Management	0.						
h	Legal	58,297.						
-	Accounting	20,073.						
ų	Lobbying	0.						
	Professional fundraising services See Part IV, line 17	0.	·					
	Investment management fees	0.						
g	Other	0.						
12	Advertising and promotion	6,748,096.						
13	Office expenses	320,210.						
14	Information technology	0.						
15	5.	0.						
	Royalties	106,191.						
16 17	. ,	1,509.						
17 40	Travel	1,303.						
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	0.						
		32,608.						
19	Conferences, conventions, and meetings	2,916.						
20	Interest	2,916.	·					
21	Payments to affiliates	95,637.						
22	Depreciation, depletion, and amortization	95,637.						
23	Insurance	<u> </u>			<del></del>			
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 )							
	WATS PROJECT	27,156.						
	MEMBERSHIP_EXPENSES	135,412.						
С	DUES	20,837.						
	PUBLICITY	66,335.						
e	ALL OTHER EXPENSES	159,752.						
f	All other expenses							
	Total functional expenses. Add lines 1 through 24f	9,223,117.						
	Joint Costs. Check here ▶ If following							
	SOP 98-2. Complete this line only if the	į						
	organization reported in column (B) joint costs from a combined educational campaign and							

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Pa	rt X	Balance Sheet			
			(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing	155,473.	1	192,204.
	2	Savings and temporary cash investments	4,527,965.	2	3,939,849.
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	218,894.	4	251,771.
	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			
rA.		Part II of Schedule L		6	
Assets	7	Notes and loans receivable, net	0.	7	25,000.
Ass	8	Inventories for sale or use		8	
•	9	Prepaid expenses and deferred charges	742,677.	9	997,288.
	10 a	Land, buildings, and equipment cost or 10a 2,908,384.			
		other basis. Complete Part VI of Schedule D	•		
	b	Less: accumulated depreciation	1,879,102.	10c	1,825,154.
	11	Investments - publicly traded securities	<del></del> .	11	
	12	Investments - other securities. See Part IV, line 11		12	
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11		15	-
	16	Total assets. Add lines 1 through 15 (must equal line 34)	7,524,111.	16	7,231,266.
	17	Accounts payable and accrued expenses	562,001.	17	434,449.
	18	Grants payable		18	
	19	Deferred revenue	370,005.	19	388,075.
	20	Tax-exempt bond liabilities		20	
es	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
Liabilities	22	Payables to current and former officers, directors, trustees, key			
jab		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	25 500	24	20 505
	25	Other liabilities Complete Part X of Schedule D	37,592.	25	32,507.
	26	Total liabilities. Add lines 17 through 25  Organizations that follow SFAS 117, check here ► X and	969,598.	26	855,031.
S		Organizations that follow SFAS 117, check here ► X and complete lines 27 through 29, and lines 33 and 34.			
Š	27	Unrestricted net assets	6,554,513.	27	6,376,235.
<u>a</u>	28	Temporarily restricted net assets	<del>-</del>	28	
a B	29	Permanently restricted net assets		29	
Net Assets or Fund Balances		Organizations that do not follow SFAS 117, check here and complete lines 30 through 34.	,		
S O	30	Capital stock or trust principal, or current funds		30	
set	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
As	32	Retained earnings, endowment, accumulated income, or other funds		32	
ét	33	Total net assets or fund balances	6,554,513.	33	6,376,235.
_	34	Total liabilities and net assets/fund balances	7,524,111.	34	7,231,266.
_			. = . ,		C 990 (2000)

Form **990** (2009)

Pa	rt XI Financial Statements and Reporting			
	<u> </u>		Yes	No
1	Accounting method used to prepare the Form 990. Cash X Accrual Other			
	If the organization changed its method of accounting from a prior year or checked "Other," explain in			
	Schedule O		ŀ	
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a	х	
b	Were the organization's financial statements audited by an independent accountant?	2b		Х
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of			
	the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	х	
	If the organization changed either its oversight process or selection process during the tax year, explain in		<u> </u>	
	Schedule O			
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were			
	issued on a consolidated basis, separate basis, or both			
	X Separate basis Consolidated basis Both consolidated and separate basis			
За	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?	За		х
þ	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the			
	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	3b		
		Form	990	(2009)

### SCHEDULE C

1

(Form 990 or 990-EZ)

### 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.

OMB No 1545-0047 Open to Public

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

Department of the Treasury ► Attach to Form 990 or Form 990-EZ. ▶See separate instructions Inspection Internal Revenue Service Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C Section 501(c) (other than section 501(c)(3)) organizations. Complete Parts I-A and C below. Do not complete Part I-B. Section 527 organizations Complete Part I-A only If the organization answered "Yes," to Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)). Complete Part II-A. Do not complete Part II-B. Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A If the organization answered "Yes," to Form 990, Part IV, line 5 (Proxy Tax), then Section 501(c)(4), (5), or (6) organizations Complete Part III Name of organization WISCONSIN DELLS VISITOR & CONVENTION Employer identification number BUREAU, INC. 39-0712705 Complete if the organization is exempt under section 501(c) or is a section 527 organization. Part I-A Provide a description of the organization's direct and indirect political campaign activities in Part IV 2 Volunteer hours Complete if the organization is exempt under section 501(c)(3). 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 . . > \$ \_\_\_ If the organization incurred a section 4955 tax, did it file Form 4720 for this year? 3

4a b	Was a correction made? If "Yes," describe in Part IV				Yes No
Pai	t I-C Complete if the	organization is exempt und	er section 501(c),	except section 501(c)(3	3).
1		expended by the filing organization		_	
_					
2		ing organization's funds contribut	<del>-</del>	<b>.</b> .	
3	Total exempt function exp	penditures Add lines 1 and 2 E	Enter here and on F	Form 1120-POL,	
4	Did the filing organization	file Form 1120-POL for this year?	·		🔙 Yes 🔙 No
5	were made For each org political contributions received	es and employer identification nui anization listed, enter the amout erved that were promptly and dir cal action committee (PAC). If add	nt paid from the filir ectly delivered to a	ng organization's funds. Al separate political organiza	so enter the amount of tion, such as a separate
	(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-

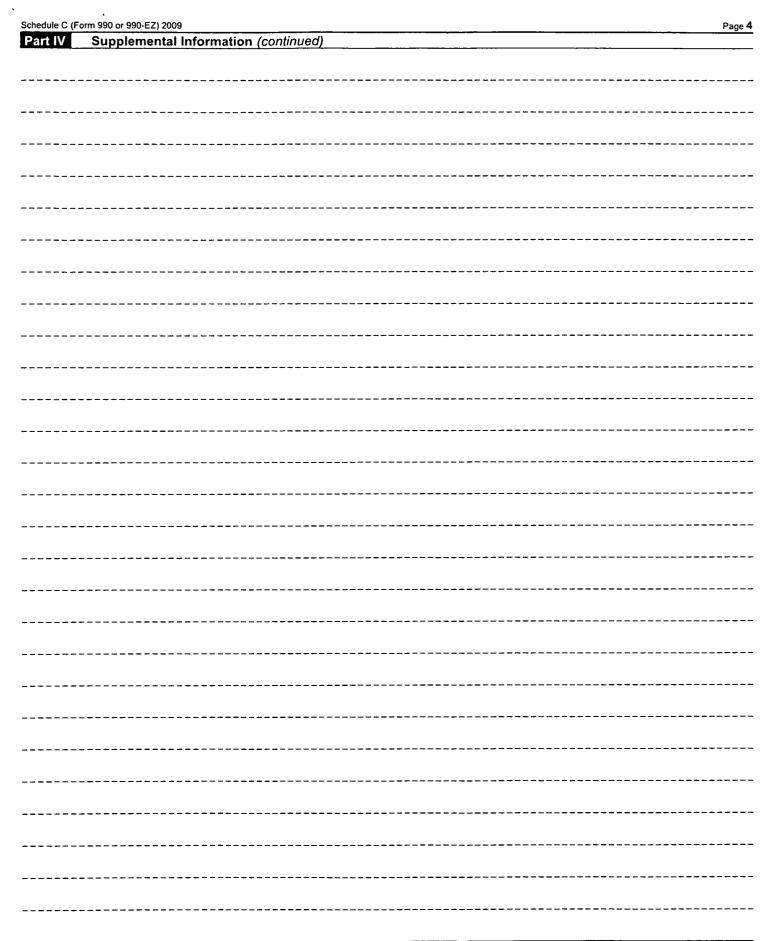
For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule C (Form 990 or 990-EZ) 2009

Sch	edule C (Form 990 or 990-EZ) 2009						Page 2
P	art II-A Complete if the organunder section 501(h)		n is exem	pt under section	501(c)(3) and fi	led Form 5768 (elect	tion
	Check ► if the filing organize Check ► if the filing organize					ns apply	
	Limits o (The term "expenditur		ing Expen			(a) Filing organization's totals	(b) Affiliated group totals
1 a	Total lobbying expenditures to influ	uence pi	iblic opinio	n (grass roots lobbyi	ng)		
b							
С			•				
d					-		
е							
f	Lobbying nontaxable amount. Ente columns.				-		
	If the amount on line 1e, column (a) o	or (b) is:	The lobbyin	g nontaxable amount i	is:		
	Not over \$500,000		20% of the a	mount on line 1e			
	Over \$500,000 but not over \$1,000,000	0	\$100,000 plu	us 15% of the excess o	ver \$500,000		
	Over \$1,000,000 but not over \$1,500,000 \$175,000 plus 10% of the excess over \$1,000,000				ver \$1,000,000		
	Over \$1,500,000 but not over \$17,000,	,000	\$225,000 plu	us 5% of the excess ov	er \$1,500,000	-	
	Over \$17,000,000		\$1,000,000			,	
g	Grassroots nontaxable amount (er	nter 25%	of line 1f)			· · · · · · · · · · · · · · · · · · ·	
h	Subtract line 1g from line 1a. If zer	ro or less	s, enter -0-				
i			•				
j	If these is an amount other than ze	ero on e	ther line 1h	or line 1, did the or	ganization file For	m 4720 reporting	
	section 4911 tax for this year? .		<del></del>	<del> </del>	<u></u>	<u> </u>	Yes No
		ns that i	made a sec w. See the	instructions for line	do not have to c s 2a through 2f o		
	·	Lobb	ying Exper	nditures During 4-Ye	ear Averaging Pe	riod	· · · · · · · · · · · · · · · · · · ·
	Calendar year (or fiscal year beginning in)	(a) 2	006	(ь) 2007	(c) 2008	(d) 2009	(e) Total
2 a	Lobbying non-taxable amount						
b	Lobbying ceiling amount						
	(150% of line 2a, column (e))						
c	: Total lobbying expenditures						
C	Grassroots nontaxable amount						
-e	Grassroots ceiling amount (150% of line 2d, column (e))						
f	Grassroots lobbying expenditures						

Schedule C (Form 990 or 990-EZ) 2009

Par	(election under section 501(h)).		orm 5768				
		(a	(a) (b)				
		Yes	No		Amo	unt	
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of						
а	Volunteers?		_				
þ	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?						
C	Media advertisements?  Mailings to members, legislators, or the public?						
d	Mailings to members, legislators, or the public?						<del></del>
e	Publications, or published or broadcast statements?  Grants to other organizations for lobbying purposes?					_	
f	Direct contact with legislators, their staffs, government officials, or a legislative body?						
g h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?						
i	Other activities? If "Yes," describe in Part IV						
j	Total. Add lines 1c through 1i	, -					
, 2а	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?	·		•			
b	If "Yes," enter the amount of any tax incurred under section 4912						
С	If "Yes," enter the amount of any tax incurred by organization managers under section 4912	`					
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?						
Pai	t III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)	)(5),	or se	ction			
	501(c)(6).						
						Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?				1		X
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?				2		X X
3	Did the organization agree to carryover lobbying and political expenditures from the prior year?.						
Pa	t III-B Complete if the organization is exempt under section 501(c)(4), section 501(c) 501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered "No" OR if Part III-A, lines						
	"Yes."	0	.5 4.		-u		
1	Dues, assessments and similar amounts from members	-		1	1,	036,	745
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of p expenses for which the section 527(f) tax was paid).						
а	Current year			2a		7,	000
b	Carryover from last year			2b			0
С	Total			2c			000
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) due	s.		3		31,	102
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion						
	excess does the organization agree to carryover to the reasonable estimate of nondeductible lo			`			
	and political expenditure next year?			4		24	100
5	Taxable amount of lobbying and political expenditures (see instructions)	• •	• • •	5		-24,	102
Con	Supplemental Information  pplete this part to provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, o, complete this part for any additional information						
- <b></b>							
					<b>-</b> -		
						<del>-</del>	



### 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 Inspection

Department of the Treasury Internal Revenue Service Name of the organization

BUREAU, INC.

WISCONSIN DELLS VISITOR & CONVENTION

Employer identification number 39-0712705

Pa	Organizations Maintaining Donor Ad the organization answered "Yes" to Fo	vised Funds or Other Similar Funds o	r Accounts. Complete if
		(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 d	lonor advised
	funds are the organization's property, subject to		
6	Did the organization inform all grantees, donors,		
	used only for charitable purposes and not for the		
	purpose conferring impermissible private benefit?		
Pa	rt    Conservation Easements. Complete	if the organization answered "Yes" to F	orm 990, Part IV, line 7
1	Purpose(s) of conservation easements held by th	ne organization (check all that apply)	
	Preservation of land for public use (e.g., rec	reation or pleasure) Preservation	of an historically important land area
	Protection of natural habitat		of a certified historic structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization l	held a qualified conservation contribution in	n the form of a conservation
	easement on the last day of the tax year	•	
			Held at the End of the Year
а	Total number of conservation easements		2a
b	Total acreage restricted by conservation easemen	ts	2 b
С	Number of conservation easements on a certified	d historic structure included in (a)	2c
d	Number of conservation easements included in (		
3	Number of conservation easements modified, tra		
	the tax year ▶		
4	Number of states where property subject to cons	ervation easement is located >	
5	Does the organization have a written policy regar	ding the periodic monitoring, inspection, ha	andling of
	violations, and enforcement of the conservation e		
6	Staff and volunteer hours devoted to monitoring,	inspecting, and enforcing conservation eas	sements during the year
	<b>&gt;</b>		
7	Amount of expenses incurred in monitoring, inspe	ecting, and enforcing conservation easeme	ents during the year
	<b>&gt;</b> \$		
8	Does each conservation easement reported on his	ne 2(d) above satisfy the requirements of se	
	170(h)(4)(B)(ı) and 170(h)(4)(B)(ıı)?		
9	In Part XIV, describe how the organization report		
	balance sheet, and include, if applicable, the text	of the footnote to the organization's finance	cial statements that describes
_	the organization's accounting for conservation ear		<del></del>
Pa	Organizations Maintaining Collection Complete if the organization answere	s of Art, Historical Treasures, or Othed "Yes" to Form 990, Part IV, line 8	er Similar Assets.
1 a	If the organization elected, as permitted under	SEAS 116 not to report in its revenue s	statement and balance sheet works of
Ia	art, historical treasures, or other similar assets h provide, in Part XIV, the text of the footnote to its	eld for public exhibition, education, or res	search in furtherance of public service,
b	If the organization elected, as permitted under historical treasures, or other similar assets held provide the following amounts relating to these its	I for public exhibition, education, or rese	ment and balance sheet works of art, earch in furtherance of public service,
	(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		
	following amounts required to be reported under		- ·
а	Revenues included in Form 990. Part VIII, line 1		<b>&gt;</b> \$

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

Schedule D (Form 990) 2009

b Assets included in Form 990, Part X . . . .

Par	Organizations Maintaini	ng Collection	s of Art, Histo	orical Treas	ures, o	r Other Similar A	Assets(con	tinued)	
•	Ligans the assessments assumetimes		ماده مد حمد الم	ah aali aasi af	the fello	wing that are a sign	nificant uso d	of ita	
3	Using the organization's acquisition,		a other records,	, check any or	the lollo	wing that are a sign	illicant use c	ภา แร	
_	collection items (check all that apply	)		7					
a	Public exhibition		°			ge programs			
b	Scholarly research	4	e	Other				·	
	c Preservation for future generations								
4	,								
_	Part XIV.  5 During the year, did the organization soliciet or receive donations of art, historical treasures, or other similar								
5									¬
	assets to be sold to raise funds rath								No
Par	Escrow and Custodial A IV, line 9, or reported an	arrangements amount on Fo	complete if the sort 2 per 2 p	ne organizat X, line 21.	ion ans	wered "Yes" to h	·orm 990, F	Paπ	
					-				
1a	Is the organization an agent, trustee							_	_
	included on Form 990, Part X?								
b	b If "Yes," explain the arrangement in Part XI V and complete the following table								
						A	mount	<u> </u>	
С	Beginning balance							<del></del>	
d	Additions during the year								
е	Distributions during the year								
f	Ending balance								
2a	Did the organization include an amo		90, Part X, line	217				Yes _	No
	b If "Yes," explain the arrangement in Part XI V.								
Par	t V Endowment Funds. Con	nplete if organ	ization answe						
		(a) Current Yea	r (b) Pnor y	ear (c) Tv	vo years ba	ock (d) Three yea	rs back (e	) Four year	s back
1a	Beginning of year balance								
b	Contributions					, , , , , , , , , , , , , , , , , , , ,			
С	Net investment earnings, gains,								
	and losses								
	Grants or scholarships								
е	Other expenditures for facilities .								
	and programs								
f	Administrative expenses			. ,					
g	End of year balance		<u> </u>						
2	Provide the estimated percentage o	f the y ear end	balance held as	<b>3.</b>					
а	Board designated or quasi-endowm	ent ▶	%						
b	Permanent endowment >	%							
С	Term endowment ▶	%							
3a	Are there endowment funds not in the	ne pos sessior	of the organiza	ition that are h	eld and	administered for th	е		
	organization by.						_	Yes	No
	(i) unrelated organizations						<u> </u>	a(i)	<u> </u>
	(ii) related organizations							a(ii)	
b	If "Yes" to 3a(II), are the related orga	anizatı ons lıste	d as required or	Schedule R?	• • • •		· · · · · L	3b	<u> </u>
4	Describe in Part XIV the intended us								
Par	t VI Investments - Land, Bui	ldings, and E	quipmentSee	Form 990,	Part X,	line 10.			
	Description of investment	(a)	Cost or other basis (investment)	(b) Cost or basis (oth		(c) Accumulated depreciation	(d) Bo	ook value	
1a	Land			300	,000.			300,	000.
b	Buildings			1,968	,687.	525,003	]	1,443,	684.
c	Leasehold improvements			41	,440.	32,745		8,	695.
d	Equipment			598	,257.	525,481.		72,	776.
e	Other								
_	I. Add lines 1a through 1e. (Column		Form 990, Part	X, column (B)	, line 10	(c).) <b>&gt;</b>	]	825,	155.
		· · · · · · · · · · · · · · · · · · ·				· · · · · · · · · · · · · · · · · · ·	Schedule D		

Part VII Investments - Other Securities. See Fo	orm 990, Part X, line	e 12.	
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valua Cost or end-of-year ma	
Financial derivatives			
Closely-held equity interests			
Other			
	<del></del>		
	<del></del>		
~~			
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)			
Part VIII Investments - Program Related. See F	orm 990, Part X, lin	e 13.	
(a) Description of investment type	(b) Book value	(c) Method of valua Cost or end-of-year ma	
Total. (Column (b) must equal Form 990, Part X, col (B) line 13)	45	<u> </u>	
Part IX Other Assets. See Form 990, Part X, III			1
(a)	Description		(b) Book value
			-
	<del> </del>		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15)	<u> </u>	<u> </u>	
Part X Other Liabilities. See Form 990, Part X			<del>,</del>
1. (a) Description of liability	(b) Amount	[2] 有	,
Federal income taxes		(A)	1 <sub>n</sub> 1
CAPITAL LEASE OBLIGATIONS	32,507.	- The said	, ,
		**	
	<del> </del>	20 P N 2	,
	<del></del>	32 1	•
	<u></u>	, "	;
			! !
	<del></del>		- }
Total. (Column (b) must equal Form 990, Part X, col (B) line 25)	32,507.		•

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

JSA 9E1270 1 000

Schedule D (Form 990) 2009

FORM 990, SCH. D, PART X, LN 2

FIN 48 FOOTNOTE

THE BUREAU ADOPTED ACCOUNTING GUIDANCE IN 2009 RELATED TO UNCERTAIN TAX
POSITIONS UNDER ASC 740. THE BUREAU RECOGNIZES THE FINANCIAL STATEMENT
BENEFIT OF A TAX POSITION ONLY AFTER DETERMINING THAT THE RELEVANT TAX
AUTHORITY WOULD MORE LIKELY THAN NOT SUSTAIN THE POSITION FOLLOWING AN
AUDIT. FOR TAX POSITIONS MEETING THE MORE-LIKELY-THAN-NOT THRESHOLD, THE
AMOUNT RECOGNIZED IN THE FINANCIAL STATEMENTS IS THE LARGEST BENEFIT THAT
HAS A GREATER THAN 50 PERCENT LIKELIHOOD OF BEING REALIZED UPON ULTIMATE
SETTLEMENT WITH THE RELEVANT TAX AUTHORITY. AT THE ADOPTION DATE, THE
BUREAU APPLIED THE UNCERTAIN TAX POSITION GUIDANCE TO ALL TAX POSITIONS
FOR WHICH THE STATUTE OF LIMITATIONS REMAINED OPEN. ADOPTION BY THE
BUREAU DID NOT HAVE A MATERIAL IMPACT ON ITS FINANCIAL POSITION, RESULTS
OF OPERATIONS OR CASH FLOWS.

THE BUREAU HAS RECEIVED A DETERMINATION LETTER FROM THE INTERNAL REVENUE SERVICE STATING THAT IT IS EXEMPT FROM INCOME TAX UNDER SECTION 501(C)(6) OF THE INTERNAL REVENUE CODE AND, ACCORDINGLY, INCOME TAXES ARE NOT REFLECTED IN THE ACCOMPANYING FINANCIAL STATEMENTS.

THE BUREAU FILES INCOME TAX RETURNS IN THE UNITED STATES FEDERAL

JURISDICTION AND IN THE STATE OF WISCONSIN. THE STATUTE OF LIMITATIONS

HAS CLOSED WITH RESPECT TO U.S. FEDERAL TAX YEARS PRIOR TO 2006 AND STATE

TAX YEARS PRIOR TO 2005.

FORM 990, SCH. D, PART XII, LN 2D

OTHER RECONCILING ITEMS - REVENUES

THE AMOUNT SHOWN ON LN 2D, IS THE AMOUNT OF DIRECT EXPENSES RELATED TO FUNDRAISING EVENTS. THIS AMOUNT IS REPORTED IN FORM 990, PART VIII, NETTED WITH REVENUES. IN ADDITION, THE GAIN/LOSS ON SALE OF ASSETS IS REPORTED AS AN EXPENSE ON THE FINANCIAL STATEMENTS. IT IS APPROPRIATELY REPORTED IN PART VIII, STATEMENT OF REVENUE, ON THE FORM 990.

FORM 990, SCH. D, PART XIII, LN 2D

OTHER RECONCILING ITEMS - EXPENSES

THE AMOUNT SHOWN ON LN 2D, IS THE AMOUNT OF DIRECT EXPENSES RELATED TO FUNDRAISING EVENTS. THIS AMOUNT IS REPORTED IN FORM 990, PART VIII, NETTED WITH REVENUES.

SCHEDULEI (Form 990)

Grants and Other Assistance to Organizations,

2003	Open to Public

Š

× Employer identification number 39-0712705 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and Complete if the organization answered "Yes" to Form 990, Part IV, line 21 or 22. ► Attach to Form 990. Governments, and Individuals in the United States WISCONSIN DELLS VISITOR & CONVENTION BUREAU, INC.

Part | General Information on Grants and Assistance Department of the Treasury Name of the organization Internal Revenue Service

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	to Governme any recipient	ints and Organ that received	nizations in the Un I more than \$5,000	ited States. Com Check this box	plete if the organiz if no one recipient i	ation answered "Ye eceived more than	ss" to \$5,000 Use
Fart IV and Schedule I-1 (Form 99U) if additional space is needed	99U) IT additio	nal space is n	eeded				
1 (a) Name and address of organization or government	(p) EIN	(c) IRC section if applicable	(d) Amount of cash grant (e) Amount of non-cash assistance	(e) Amount of non-cash assistance	(book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WI DELLS FESTIVALS PO BOX 390 WISCONSIN DELLS, WI 53965	39-1701358	501(C)(6)	286,705	0	FMV	N/A	GENERAL SUPPORT
2 Enter total number of section 501(c)(3) and government of	and governmer	nt organizations				•	0
3 Enter total number of other organizations						<b>A</b>	1
For Privacy Act and Paperwork Reduction Act Notice, see tl	Act Notice, se	e the Instructio	he Instructions for Form 990.			Sche	Schedule I (Form 990) 2009

9E1288 1 000 68074E 649H

### **SCHEDULE J-2** (Form 990)

### **Continuation Sheet for Form 990**

OMB No 1545-0047

Inspection

Department of the Treasury Internal Revenue Service

▶ Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.

▶ See the Instructions for Form 990.

Name of the Organization

Employer identification number

WISCONSIN DELLS VISITOR & CONVENTION 39-0712705 BUREAU, INC. Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Part I **Employees** (A) (C) Position (check all that apply) Reportable Reportable Estimated Name and title Average hours amount of per week compensation compensation Officer Highest compensated Individual trustee Institutional trustee employee Key employee from from related other organizations compensation the organization (W-2/1099-MSC) from the (W-2/1099-MISC) organization and related organizations PATTI FICHTER DIRECTOR 1.00 Χ 0 0. 0. HEATHER SWEET Х 0. 0. 0. DIRECTOR 1.00 RICK WILCOX DIRECTOR 1.00 Х 0 0. 0. WALLY CZUPRYNKO 1.00 Х 0. 0. 0. DIRECTOR ANDY WATERMAN 1.00 0. 0. 0. DIRECTOR Χ ROMY SNYDER EXECUTIVE DIRECTOR 40.00 Χ 118,497. 0. 23,829.

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

Schedule J-2 (Form 990) 2009

### SCHEDULE M (Form, 990)

**Noncash Contributions** 

► Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.

►Attach to Form 990.

2009
Open To Public Inspection

OMB No 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization

WISCONSIN DELLS VISITOR & CONVENTION

Employer identification number 39-0712705

	EAU, INC.				39-	0712705	<u> </u>		
Par	Types of Property								
		(a) Check if applicable	(b) Number of contributions	(c) Revenues reported Form 990, Part VIII, II		Method of	( <b>d)</b> deter enues		 ;
1	Art-Works of art								
2	Art-Historical treasures								
3	Art-Fractional interests								
4	Books and publications						_		
5	Clothing and household								
	goods			<u> </u>					
6	Cars and other vehicles								
7	Boats and planes								
8	Intellectual property								
9	Securities-Publicly traded								
10	Securities-Closely held stock				<del></del>				
11	Securities-Partnership, LLC,								
	or trust interests			<del> </del>					
12	Securities-Miscellaneous		<del></del>	<del> </del>					
13	Qualified conservation								
	contribution-Historic			1					
	structures			<del> </del>					
14	Qualified conservation					`			
	contribution-Other	I —————			-				
15	Real estate-Residential		· · · · · · · · · · · · · · · · · · ·						
16	Real estate-Commercial								
17	Real estate-Other								
18	Collectibles			-					
19	Food inventory	1	<u> </u>						
20	Drugs and medical supplies								
21	Taxidermy								
22	Historical artifacts								
23	Scientific specimens				<del>-   -</del>	<del></del>			
24	Archeological artifacts								
25	Other ►( ATCH 1 )			<del></del>		<del></del>			
26	Other ►()								
27	Other ►()								
28	Other ►()  Number of Forms 8283 received by	the ergen	notion during the tay year f	for contributions for				_	
29	which the organization completed F	y ine organi. Sorm 9292	Zation during the tax year i	gement	29				0
	which the organization completed i	01111 0205,	rait IV, Dollee Acknowled	gement		J		Yes	No
30 a	During the year, did the organiza	tion receive	by contribution any prop	erty reported in Par	t I line 1	-28 that			
J U 4	it must hold for at least three year								
	used for exempt purposes for the e						30a		Х
h	If "Yes," describe the arrangement i		, polico						
	Does the organization have a		tance policy that require	es the review of	anv non-s	standard			ĺ
٠.	contributions?						31	Х	
322	Does the organization hire or use								
	contributions?						32a		Х
h	If "Yes," describe in Part II								
	If the organization did not report re	evenues in o	column (c) for a type of pro	perty for which colu	mn (a) is c	hecked.			
	describe in Part II				(=)	<b>~.</b>			

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

Schedule M (Form 990) 2009

Part II Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.
FORM 990, SCH. M, PART I, LINE 33
THE WI DELLS VISITOR & CONVENTION BUREAU COLLECTS ADMISSION TICKETS FROM
AREA ATTRACTIONS AND GIVES THEM TO RADIO STATIONS. IN EXCHANGE, THE
RADIO STATIONS PROVIDE SCHEDULED AIR TIME TO THE WI DELLS VISITOR &
CONVENTION BUREAU OF WHICH BOTH THE BUREAU AND THE SPECIFIC ATTRACTIONS
RECEIVE PROMOTIONAL VALUE FROM. THE RETAIL VALUE OF THE TICKETS GIVEN TO
THE RADIO STATIONS IS \$221,425 AND THE RETAIL VALUE OF THE AIR TIME GIVEN
TO THE BUREAU IS \$229,210. IN ADDITION, IN 2009 THE BUREAU PAID THE
ADVERTISING AGENCY \$31,996 FOR COORDINATION FEES RELATED TO RADIO TICKET
TRADES.

### **SCHEDULE O** (Form 990)

### Supplemental Information to Form 990

Open to Public Inspection

OMB No 1545-0047

Department of the Treasury Internal Revenue Service

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

Name of the organization BUREAU, INC.

WISCONSIN DELLS VISITOR & CONVENTION

Employer identification number

39-0712705

ATTACHMENT 2

FORM 990, ITEM C

ORGANIZATION DOING BUSINESS AS

THE ORGANIZATION'S FULL LEGAL NAME IS "WISCONSIN DELLS VISITOR & CONVENTION BUREAU, INC." DUE TO THE SPACE AVAILABLE, THE WORDS "BUREAU, INC." HAVE BEEN ENTERED ON THE "DOING BUSINESS AS" LINE IN ITEM C OF FORM 990.

FORM 990, PART VI, QUESTION 2

FAMILY AND BUSINESS RELATIONSHIP DISCLOSURE

A FAMILY AND BUSINESS RELATIONSHIP EXISTS BETWEEN JILL DIEHL AND THOMAS DIEHL.

A FAMILY RELATIONSHIP EXISTS BETWEEN BEN BORCHER AND KENNETH FOSTER.

A BUSINESS RELATIONSHIP EXISTS BETWEEN PATTI FICHTER AND MIKE KAMINSKI.

A BUSINESS RELATIONSHIP EXISTS BETWEEN KENNETH FOSTER AND JON BERNANDER,

THOMAS DIEHL, DAN GAVINSKI, JJ GISSAL, BRIAN HOLZEM, AND DANA KRUEGER.

A BUSINESS RELATIONSHIP EXISTS BETWEEN BRENT GASSER AND JON BERNANDER,

BEN BORCHER, THOMAS DIEHL, WALLY CZUPRYNKO, MARK SCHMITZ, HEATHER SWEET

AND ANDY WATERMAN.

A BUSINESS RELATIONSHIP EXISTS BETWEEN DAN GAVINSKI AND JON BERNANDER,

THOMAS DIEHL, KENNETH FOSTER, JJ GISSAL, AND MIKE KAMINSKI.

A BUSINESS RELATIONSHIP EXISTS BETWEEN JJ GISSAL AND THOMAS DIEHL,

KENNETH FOSTER, DAN GAVINSKI, AND MIKE KAMINSKI.

A BUSINESS RELATIONSHIP EXISTS BETWEEN MIKE KAMINSKI AND DAN GAVINSKI.

Name of the organization WISCONSIN DELLS VISITOR & CONVENTION

BUREAU, INC.

BUREAU, INC.

BUREAU, INC.

BUREAU, INC.

BUREAU, INC.

FORM 990, PART VI, QUESTION 6

ORGANIZATIONS WITH MEMBERS, THEIR CLASSES, AND RIGHTS
WISCONSIN DELLS VISITOR AND CONVENTION BUREAU, INC. IS A MEMBERSHIP
ORGANIZATION.

FORM 990, PART VI, QUESTION 7A

MEMBERS WHO MAY ELECT MEMBERS OF GOVERNING BODY

THE MEMBERS OF EACH DIVISION (ACCOMMODATION, ATTRACTION, CAMPGROUND,

BUSINESS, RESTAURANT, SHOPPING) SEPARATELY ELECT THEIR DIVISION

DIRECTOR(S).

FORM 990, PART VI, QUESTION 7B

DECISIONS OF GOVERNING BODY SUBJECT TO MEMBER APPROVAL

CHANGES TO BYLAWS ARE SUBJECT TO APPROVAL BY MEMBERS, STOCKHOLDERS, OR

OTHER PERSONS.

FORM 990, PART VI, QUESTION 9

OFFICER, DIRECTOR OR TRUSTEE MAILING ADDRESSES

JILL DIEHL 611 WISCONSIN DELLS PKWY, WISCONSIN DELLS, WI 53965 1410 WISCONSIN DELLS PKWY, WISCONSIN DELLS, WI 53965 TIM GANTZ 31 BROADWAY, WISCONSIN DELLS, WI 53965 KENNETH FOSTER 511 WISCONSIN DELLS PKWY, WISCONSIN DELLS, WI 53965 LES BREMER 1553 RIVER ROAD, WISCONSIN DELLS, WI 53965 SCOTT KALCIK THOMAS DIEHL 560 WISCONSIN DELLS PKWY, WISCONSIN DELLS, WI 53965 511 E ADAMS STREET, WISCONSIN DELLS, WI 53965 JOE ECK BILL BROWN 710 WASHINGTON, WISCONSIN DELLS, WI 53965

Name of the organization BUREAU, INC.	WISCONSIN DELLS VISITOR & CONVENTION	Employer identification number
BONEAU, INC.		39-0712705 ATTACHMENT 2 (CONT'D)
PETER TOLLAKSEN	583 WISCONSIN DELLS PKWY, WISCONSIN DELLS, WI	
GARY GILLILAND	716 SUPERIOR STREET, WISCONSIN DELLS, WI 53965	
ALICE WARD	3901 RIVER ROAD, WISCONSIN DELLS, WI 53965	
JJ GISSAL	1890 WISCONSIN DELLS PKWY, WISCONSIN DELLS, WI	53965
MIKE KAMINSKI	PO BOX 30, WISCONSIN DELLS, WI 53965	
MARK SCHMITZ	PO BOX 745, LAKE DELTON, WI 53940	
BRIAN HOLZEM	25 BROADWAY, WISCONSIN DELLS, WI 53965	
DAN GAVINSKI	PO BOX 117, WISCONSIN DELLS, WI 53965	
TERRI ZAPUCHLAK	910 WISCONSIN DELLS PKWY, WISCONSIN DELLS, WI 5	53965
DANA KRUEGER	116 W MONROE STREET, LAKE DELTON, WI 53940	
BEN BORCHER	PO BOX 450, WISCONSIN DELLS, WI 53965	
DAN COLLAR	PO BOX 660, WISCONSIN DELLS, WI 53965	
JON BERNANDER	716 SUPERIOR STREET, WISCONSIN DELLS, WI 53965	
DAWN BAKER	921 CANYON ROAD, WISCONSIN DELLS, WI 53965	
STEVE PINE	PO BOX 590, WISCONSIN DELLS, WI 53965	
BETH ANACKER	S3214 HIGHWAY 12, BARABOO, WI 53913	
BRENT GASSER	S1915 ISHNALA RD, WISCONISN DELLS, WI 53965	
DIANE JACOBSON	1070 WISCONSIN DELLS PKWY, BARABOO, WI 53913	
DALE WILLIAMS	PO BOX 147, WISCONSIN DELLS, WI 53965	
PATTI FICHTER	PO BOX 30, WISCONSIN DELLS, WI 53965	
HEATHER SWEET	210 GASSER ROAD, SUITE 105, BARABOO, WI 53913	
RICK WILCOX	1666 WIS DELLS PKWY, WISCONSIN DELLS, WI 53965	
DAYLENE STROEBE	PO BOX 590 WISCONSIN DELLS, WI 53965	
JULIA LUTHER N	11070 SMITH RD WISCONSIN DELLS, WI 53965	
WALLY CZUPRYNKO	PO BOX 670 WISCONSIN DELLS. WI 53965	

FORM 990, PART VI, QUESTION 11A

Employer identification number

39-0712705

ATTACHMENT 2 (CONT'D)

ORGANIZATION'S PROCESS FOR REVIEW OF FORM 990

THE EXECUTIVE COMMITTEE SHALL ENSURE THAT THE FOLLOWING STEPS TOWARD PUBLIC DISCLOSURE OF WISCONSIN DELLS VISITOR & CONVENTION BUREAU, INC. FINANCIAL STATUS TAKES PLACE: SELECTION OF FIRM, ENGAGEMENT OF SERVICES FOR THE ANNUAL TAX RETURN PREPARATION AND OVERSIGHT OF THE ANNUAL REVIEW/AUDIT WITH AN ACCOUNTING FIRM MUST BE APPROVED BY THE EXECUTIVE COMMITTEE AND AGREEMENT MUST BE SIGNED BY AN OFFICER OF THE BOARD. THE EXECUTIVE DIRECTOR SHALL ENSURE THAT TAX PAYMENTS AND OTHER GOVERNMENT-ORDERED PAYMENTS OR FILINGS ARE FILED IN A TIMELY AND ACCURATE MANNER. THE EXECUTIVE DIRECTOR SHALL SIGN AND CERTIFY THAT THE IRS FORM 990 IS ACCURATE AND COMPLETE. THE EXECUTIVE COMMITTEE SHALL REVIEW AND APPROVE THE IRS FORM 990 ANNUAL TAX FILING PRIOR TO SUBMISSION AND BE PROVIDED A COPY OF THE IRS FORM 990 WITHIN 30 DAYS OF ITS SUBMISSION. CONSISTENT WITH IRS REQUIREMENTS, COPIES OF THE ORGANIZATION'S FORM 990 SHALL BE MADE AVAILABLE, UPON REQUEST, IN A TIMELY MANNER, AND SUBJECT TO CHARGES PERMITTED BY LAW TO ANY INDIVIDUALS WHO REQUEST IT.

FORM 990, PART VI, QUESTION 12

CONFLICT OF INTEREST POLICY

CONFLICT OF INTEREST POLICY WAS APPROVED ON 7/21/09 AND READS AS

FOLLOWS:

EMPLOYEES AND BOARD MEMBERS HAVE AN OBLIGATION TO CONDUCT BUSINESS WITHIN GUIDELINES THAT PROHIBIT ACTUAL OR POTENTIAL CONFLICTS OF INTEREST. THIS POLICY ESTABLISHES ONLY THE FRAMEWORK WITHIN WHICH THE WISCONSIN DELLS VISITOR & CONVENTION BUREAU (WDV&CB) WISHES ITS BUSINESS TO OPERATE. THE PURPOSE OF THESE GUIDELINES IS TO PROVIDE GENERAL DIRECTION SO THAT BOARD MEMBERS AND EMPLOYEES CAN SEEK FURTHER CLARIFICATION ON ISSUES RELATED TO WISCONSIN DELLS VISITOR & CONVENTION

Employer identification number

39-0712705

ATTACHMENT 2 (CONT'D)

THE SUBJECT OF ACCEPTABLE STANDARDS OF OPERATION.

AN ACTUAL OR POTENTIAL CONFLICT OF INTEREST OCCURS WHEN A BOARD MEMBER OR
AN EMPLOYEE IS IN A POSITION TO INFLUENCE A DECISION THAT MAY RESULT IN
AN UNUSUAL OR SIGNIFICANT PERSONAL GAIN OR GAIN FOR A RELATIVE AS A
RESULT OF WDV&CB'S BUSINESS DEALINGS. FOR THE PURPOSE OF THIS POLICY, A
RELATIVE IS ANY PERSON WHO IS RELATED BY BLOOD OR MARRIAGE, OR WHOSE
RELATIONSHIP WITH THE BOARD MEMBER OR EMPLOYEE IS SIMILAR TO THAT OF
PERSONS WHO ARE RELATED BY BLOOD OR MARRIAGE.

NO PRESUMPTION OF A CONFLICT IS CREATED BY THE MERE EXISTENCE OF A
RELATIONSHIP WITH OUTSIDE FIRMS. HOWEVER, IF A BOARD MEMBER OR AN
EMPLOYEE HAS ANY INFLUENCE ON ANY MATERIAL BUSINESS TRANSACTIONS, IT IS
IMPERATIVE THAT HE OR SHE DISCLOSES TO AN OFFICER OF THE ORGANIZATION AS
SOON AS POSSIBLE THE EXISTENCE OF ANY ACTUAL OR POTENTIAL CONFLICT OF
INTEREST SO THAT SAFEGUARDS CAN BE ESTABLISHED TO PROTECT ALL PARTIES.
PERSONAL GAIN MAY RESULT NOT ONLY IN CASES WHERE A BOARD MEMBER, AN
EMPLOYEE, OR A RELATIVE HAS A SIGNIFICANT OWNERSHIP IN A FIRM WITH WHICH
WDV&CB DOES BUSINESS, BUT ALSO WHEN A BOARD MEMBER, AN EMPLOYEE, OR A
RELATIVE RECEIVES ANY KICKBACK, BRIBE, SUBSTANTIAL GIFT, OR SPECIAL
CONSIDERATION AS A RESULT OF ANY TRANSACTION OR BUSINESS DEALINGS
INVOLVING WDV&CB.

EMPLOYEES AND BOARD MEMBERS WILL BE SURVEYED ANNUALLY FOR: 1) IDENTIFYING AND DISCLOSING POTENTIAL CONFLICTS OF INTEREST, AND 2) AFFIRMATION OF RECEIPT, REVIEW, UNDERSTANDING AND AGREEMENT TO THE CONFLICT OF INTEREST POLICY.

DISCLOSURE OF CONFLICTS WILL BE HANDLED IN THE FOLLOWING MANNER:

-DISCLOSURES BY MEMBERS OF THE BOARD WILL BE REVIEWED BY THE PRESIDENT OF THE BOARD. DISCUSSIONS AND DECISIONS MADE BY THE BOARD INVOLVING ISSUES RELATED TO THE CONFLICT WILL NOT BE PARTICIPATED IN BY THE MEMBER WITH THE DISCLOSED CONFLICT.

-DISCLOSURES BY EMPLOYEES OF THE WDVCB WILL BE REVIEWED BY THE EXECUTIVE DIRECTOR. DISCUSSIONS AND DECISIONS MADE BY THE WDVCB INVOLVING ISSUES RELATED TO THE CONFLICT WILL NOT BE PARTICIPATED IN BY THE EMPLOYEE WITH THE DISCLOSED CONFLICT.

FORM 990, PART VI, QUESTION 15A & 15B

PROCESS USED TO DETERMINE EXECUTIVE COMPENSATION

THE WISCONSIN DELLS VISITOR AND CONVENTION BUREAU (WDVCB) DETERMINES COMPENSATION OF ITS EXECUTIVES BASED ON THE COMPENSATION OF COMPARABLE ORGANIZATIONS WITHIN WISCONSIN. THE ORGANIZATION UNDERSTANDS THAT THE MARKET FOR EXECUTIVE TALENT MAY BE BROADER THAN THIS GROUP. COMPENSATION INFORMATION FROM ADDITIONAL MARKET SEGMENTS AND PUBLISHED NOT-FOR-PROFIT COMPENSATION SURVEYS MAY BE USED TO SUPPLEMENT COMPARABLE ORGANIZATIONS' COMPENSATION DATA. IN ADDITION, THE WDVCB MAY ALSO COLLECT OTHER PUBLISHED SURVEY DATA, WHEN APPROPRIATE, FOR FOR-PROFIT ORGANIZATIONS FOR SPECIFIC FUNCTIONAL COMPETENCIES SUCH AS FINANCE AND HUMAN RESOURCES. TOGETHER WITH DATA FROM THE COMPARABLE ORGANIZATIONS, DATA FROM THESE MARKET SEGMENTS ARE USED TO FORM A "MARKET COMPOSITE" TO ASSESS THE COMPETITIVENESS OF COMPENSATION. PROGRAMS ARE DESIGNED TO BE FLEXIBLE SO THAT COMPENSATION CAN BE ABOVE OR BELOW THE MEDIAN BASED ON EXPERIENCE, PERFORMANCE, AND BUSINESS NEED TO ATTRACT AND RETAIN SPECIFIC TALENT. THE WDVCB'S EXECUTIVE COMPENSATION PROGRAM IS ADMINISTERED BY THE EXECUTIVE COMMITTEE OF THE BOARD. THE EXECUTIVE COMMITTEE IS COMPRISED OF JILL

Name of the organization

WISCONSIN DELLS VISITOR & CONVENTION

Employer identification number

BUREAU, INC.

39-0712705

ATTACHMENT 2 (CONT'D)

DIEHL, THOMAS DIEHL, KENNETH FOSTER, TIM GANTZ, AND MIKE KAMINSKI. THE EXECUTIVE COMMITTEE IS RESPONSIBLE FOR ESTABLISHING AND MAINTAINING A COMPETITIVE COMPENSATION PROGRAM FOR THE KEY EXECUTIVES OF THE ORGANIZATION. THE COMMITTEE MEETS AS NEEDED TO REVIEW THE COMPENSATION PROGRAM AND MAKE RECOMMENDATIONS TO THE BOARD FOR ANY CHANGES, AS APPROPRIATE. THE COMMITTEE REVIEWS AND RECOMMENDS TO THE BOARD SALARY APPROVAL AND INCENTIVE AWARDS FOR THE CHIEF EXECUTIVE UPON THE INITIAL HIRING OF THE EXECUTIVE AND WHEN SIGNIFICANT CHANGES ARE RECOMMENDED. THE EXECUTIVE DIRECTOR'S SALARY WAS INITIALLY DETERMINED UPON INITIAL HIRING IN 1995 AND THE COMMITTEE HAS SINCE ANNUALLY REVIEWED HER SALARY. ANNUAL SALARY INCREASES HAVE BEEN LIMITED TO NO MORE THAN THE AVERAGE RATE OF INFLATION.

EXECUTIVE COMPENSATION POLICY READS AS FOLLOWS:

EFFECTIVE DATE: 07/21/2009

REVISION DATE:

BOARD APPROVED: 07/21/2009

PROGRAM PHILOSOPHY AND OBJECTIVES

THE WISCONSIN DELLS VISITOR & CONVENTION BUREAU'S (WDV&CB) PRIMARY OBJECTIVE IS TO PROVIDE A REASONABLE AND COMPETITIVE EXECUTIVE TOTAL COMPENSATION OPPORTUNITY CONSISTENT WITH MARKET-BASED COMPENSATION PRACTICES FOR INDIVIDUALS POSSESSING THE EXPERIENCE AND SKILLS NEEDED TO IMPROVE THE OVERALL PERFORMANCE OF THE ORGANIZATION.

THE ORGANIZATION'S EXECUTIVE COMPENSATION PROGRAM IS DESIGNED TO -ENCOURAGE THE ATTRACTION AND RETENTION OF HIGH-CALIBER EXECUTIVES. Name of the organization

WISCONSIN DELLS VISITOR & CONVENTION

39-0712705

BUREAU, INC.

Employer identification number ATTACHMENT 2 (CONT'D)

-PROVIDE A COMPETITIVE TOTAL COMPENSATION PACKAGE, INCLUDING BENEFITS.

- -REINFORCE THE GOALS OF THE ORGANIZATION BY SUPPORTING TEAMWORK AND COLLABORATION.
- -ENSURE THAT PAY IS PERCEIVED TO BE FAIR AND EOUITABLE.
- -BE FLEXIBLE TO REWARD INDIVIDUAL ACCOMPLISHMENTS AS WELL AS ORGANIZATIONAL SUCCESS.
- -ENSURE THAT THE PROGRAM IS EASY TO EXPLAIN, UNDERSTAND, AND ADMINISTER.
- -BALANCE THE NEED TO BE COMPETITIVE WITH THE LIMITS OF AVAILABLE FINANCIAL RESOURCES.
- -ENSURE THAT THE PROGRAM COMPLIES WITH STATE AND FEDERAL LEGISLATION.

PROGRAM MARKET POSITION

WHILE THE WDV&CB FOCUSES ON COMPARABLE ORGANIZATIONS IN OUR STATE TO BENCHMARK PAY, WE ALSO UNDERSTAND THAT THE MARKET FOR EXECUTIVE TALENT MAY BE BROADER THAN THIS GROUP. MARKET INFORMATION FROM ADDITIONAL MARKET SEGMENTS AND PUBLISHED NOT-FOR-PROFIT COMPENSATION SURVEYS MAY BE USED AS A SUPPLEMENT.

IN ADDITION, THE WDV&CB MAY ALSO COLLECT OTHER PUBLISHED SURVEY DATA, WHEN APPROPRIATE, FOR FOR-PROFIT ORGANIZATIONS FOR SPECIFIC FUNCTIONAL COMPETENCIES SUCH AS FINANCE AND HUMAN RESOURCES. TOGETHER WITH DATA FROM THE COMPARABLE ORGANIZATIONS, DATA FROM THESE MARKET SEGMENTS ARE USED TO FORM A "MARKET COMPOSITE" TO ASSESS THE COMPETITIVENESS OF COMPENSATION.

PROGRAMS ARE DESIGNED TO BE FLEXIBLE SO THAT COMPENSATION CAN BE ABOVE OR BELOW THE MEDIAN BASED ON EXPERIENCE, PERFORMANCE, AND BUSINESS NEED TO ATTRACT AND RETAIN SPECIFIC TALENT.

Name of the organization BUREAU, INC.

WISCONSIN DELLS VISITOR & CONVENTION

Employer identification number 39-0712705

ATTACHMENT 2 (CONT'D)

GOVERNANCE AND PROCEDURES

THE WDV&CB'S EXECUTIVE COMPENSATION PROGRAM IS ADMINISTERED BY THE EXECUTIVE COMMITTEE OF THE BOARD. THE EXECUTIVE COMMITTEE IS RESPONSIBLE FOR ESTABLISHING AND MAINTAINING A COMPETITIVE COMPENSATION PROGRAM FOR THE KEY EXECUTIVES OF THE ORGANIZATION. THE COMMITTEE MEETS AS NEEDED TO REVIEW THE COMPENSATION PROGRAM AND MAKE RECOMMENDATIONS FOR ANY CHANGES TO THE BOARD, AS APPROPRIATE. THE COMMITTEE REVIEWS AND RECOMMENDS TO THE BOARD SALARY APPROVAL AND INCENTIVE AWARDS FOR THE EXECUTIVE DIRECTOR UPON THE INITIAL HIRING OF THE EXECUTIVE AND WHEN INCREASES OF TWENTY PERCENT OR MORE ARE RECOMMENDED.

STAFF COMPENSATION POLICY READS AS FOLLOWS:

EFFECTIVE DATE: 07/21/2009

REVISION DATE:

BOARD APPROVED: 07/21/2009

PROGRAM PHILOSOPHY AND OBJECTIVES

THE WISCONSIN DELLS VISITOR & CONVENTION BUREAU'S (WDV&CB) PRIMARY OBJECTIVE IS TO PROVIDE A REASONABLE AND COMPETITIVE TOTAL COMPENSATION OPPORTUNITY FOR ALL STAFF (EXECUTIVE STAFF HAS A SEPARATE COMPENSATION POLICY) CONSISTENT WITH MARKET-BASED COMPENSATION PRACTICES FOR INDIVIDUALS POSSESSING THE EXPERIENCE AND SKILLS NEEDED TO EXECUTE THE PROGRAMS OF THE ORGANIZATION.

THE ORGANIZATION'S STAFF COMPENSATION PROGRAM IS DESIGNED TO

- -ENCOURAGE THE ATTRACTION AND RETENTION OF HIGH-CALIBER STAFF.
- -PROVIDE A COMPETITIVE TOTAL COMPENSATION PACKAGE, INCLUDING BENEFITS.
- -REINFORCE THE GOALS OF THE ORGANIZATION BY SUPPORTING TEAMWORK AND

Page 2

Name of the organization BUREAU, INC.

WISCONSIN DELLS VISITOR & CONVENTION

Employer identification number

39-0712705

ATTACHMENT 2 (CONT'D)

COLLABORATION.

- -ENSURE THAT PAY IS PERCEIVED TO BE FAIR AND EQUITABLE.
- -BE FLEXIBLE TO REWARD INDIVIDUAL ACCOMPLISHMENTS AS WELL AS ORGANIZATIONAL SUCCESS.
- -ENSURE THAT THE PROGRAM IS EASY TO EXPLAIN, UNDERSTAND, AND ADMINISTER.
- -BALANCE THE NEED TO BE COMPETITIVE WITH THE LIMITS OF AVAILABLE FINANCIAL RESOURCES.
- -ENSURE THAT THE PROGRAM COMPLIES WITH STATE AND FEDERAL LEGISLATION.

PROGRAM MARKET POSITION

WHILE THE WDV&CB FOCUSES ON COMPARABLE ORGANIZATIONS IN OUR STATE TO BENCHMARK PAY, WE ALSO UNDERSTAND THAT THE MARKET FOR TALENT MAY BE BROADER THAN THIS GROUP. MARKET INFORMATION FROM ADDITIONAL MARKET SEGMENTS AND PUBLISHED NOT-FOR-PROFIT COMPENSATION SURVEYS MAY BE USED AS A SUPPLEMENT.

IN ADDITION, THE WDV&CB MAY ALSO COLLECT OTHER PUBLISHED SURVEY DATA,
WHEN APPROPRIATE, FOR FOR-PROFIT ORGANIZATIONS FOR SPECIFIC FUNCTIONAL
COMPETENCIES SUCH AS FINANCE AND HUMAN RESOURCES. TOGETHER WITH DATA
FROM THE COMPARABLE ORGANIZATIONS, DATA FROM THESE MARKET SEGMENTS ARE
USED TO FORM A "MARKET COMPOSITE" TO ASSESS THE COMPETITIVENESS OF
COMPENSATION.

PROGRAMS ARE DESIGNED TO BE FLEXIBLE SO THAT COMPENSATION CAN BE ABOVE OR
BELOW THE MEDIAN BASED ON EXPERIENCE, PERFORMANCE, AND BUSINESS NEED TO
ATTRACT AND RETAIN SPECIFIC TALENT.

GOVERNANCE AND PROCEDURES

THE WDV&CB'S STAFF COMPENSATION PROGRAM IS ADMINISTERED BY THE EXECUTIVE

ATTACHMENT 2 (CONT'D)

DIRECTOR, ALONG WITH APPROPRIATE MANAGEMENT PERSONNEL, OF THE WDV&CB. THE EXECUTIVE DIRECTOR AND MANAGEMENT STAFFS (KNOWN AS THE COMPENSATION TEAM) ARE RESPONSIBLE FOR ESTABLISHING AND MAINTAINING A COMPETITIVE COMPENSATION PROGRAM FOR THE STAFF OF THE ORGANIZATION. THE COMPENSATION TEAM MEETS AS NEEDED TO REVIEW THE COMPENSATION PROGRAM AND MAKE CHANGES AS APPROPRIATE. ANY MEMBER OF THE MANAGEMENT STAFF THAT IS A MEMBER OF THE COMPENSATION TEAM WILL NOT HAVE ANY INPUT OR ABILITY TO DELIBERATE OR APPROVE THEIR OWN COMPENSATION PACKAGE

FORM 990, PART VI, QUESTION 19

ORGANIZATION'S PROCESS FOR MAKING GOVERNING DOCUMENTS, ETC. AVAILABLE

THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, FINANCIAL STATEMENTS, AND

CONFLICT OF INTEREST POLICY AVAILABLE TO THE PUBLIC UPON REQUEST.

FORM 990, PART VII, LINE 1A

ESTIMATED AVERAGE HOURS PER WEEK DEVOTED TO RELATED ORGANIZATIONS

PERSONS LISTED IN FORM 990, PART VII, SECTION A, DEVOTE, ON AVERAGE, LESS

THAN 1 HOUR PER WEEK TO THE BUREAU'S SOLE RELATED ORGANIZATION, WISCONSIN

DELLS FESTIVALS, INC.

FORM 990, PART XI, QUESTION 2C

COMMITTEE WITH RESPONSIBILITY FOR OVERSIGHT OF FINANCIAL STATEMENT REVIEW
THE ORGANIZATION'S EXECUTIVE COMMITTEE FUNCTIONS IN THE CAPACITY OF A
REVIEW COMMITTEE. THE EXECUTIVE COMMITTEE ASSUMES RESPONSIBILITY FOR
OVERSIGHT OF THE REVIEW OF THE ORGANIZATION'S FINANCIAL STATEMENTS AND
SELECTION OF AN INDEPENDENT ACCOUNTANT. THERE WAS NO CHANGE IN THE
COMMITTEE'S PROCESS FOR OVERSIGHT OF THE REVIEW OF THE ORGANIZATION'S

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Name of the organization BUREAU, INC.

WISCONSIN DELLS VISITOR & CONVENTION

Employer identification number

39-0712705

ATTACHMENT 2 (CONT'D)

FINANCIAL STATEMENTS DURING THE TAX YEAR. THE ORGANIZATION'S ACCOUNTANT IS THE SAME AS PRIOR YEAR.

FORM 990, PART IV, QUESTION 12

AUDITED FINANCIAL STATEMENTS

THOUGH THE ORGANIZATION DOES NOT HAVE INDEPENDENT AUDITED FINANCIAL STATEMENTS FOR THE TAX YEAR AND THEREFORE MUST ANSWER NO TO QUESTION 12, A REVIEW OF THE FINANCIAL STATEMENTS WAS CONDUCTED.

ATTACHMENT 3

### FORM 990, PART III, LINE 1 - ORGANIZATION'S MISSION

A) TO COLLECTIVELY AND AGRESSIVELY PROMOTE THE WISCONSIN DELLS-LAKE DELTON AREA AS A MAJOR RECREATIONAL/TOURIST DESTINATION. B) TO PROVIDE PROMPT AND COURTEOUS SERVICE TO AREA VISITORS. C) TO PROVIDE INFORMATION TO THE PUBLIC ON ALL MEMBERS IN GOOD STANDING OF THE BUREAU.

FORM 990, PART VIII - FUND	RAISING EVENTS	ATTACHMENT 4			
DESCRIPTION	GROSS INCOME	DIRECT EXPENSES	NET INCOME		
WATERSLIDEATHON/RONALD					
MCDONALD HOUSE	10,067.	19,349.	-9,282.		
TOTALS	10,067.	19,349.	-9,282.		

# SCHEDULE R (Form 990)

# Related Organizations and Unrelated Partnerships

OMB No 1545-0047

► Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36 or 37. See separate instructions. ▶ Attach to Form 990.

Open to Public Inspection

> WISCONSIN DELLS VISITOR & CONVENTION Name of the organization Department of the Treasury Internal Revenue Service BUREAU, INC.

Employer identification number 39-0712705

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

Part I

	(a) Name, address, and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
						Ì
Part	Identification of Related Tax-Exempt Organizations (Complete If the had one or more related tax-exempt organizations during the tax year)	ns (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it during the tax year.)	swered "Yes" on F	orm 990, Part	IV, line 34 becaus	se it
	(c)	(a)	(3)	(P)	(e)	€

	(၁)
· (	(q)
had one or more related tax-exempt organizations during the tax year )	(a)

(a)	(q)	(2)	(P)	(a)	()
Name, address, and EIN of related organization	Primary activity	Legal domicile (state or foreign country)	Exempt Code section	Exempt Code section   Public charity status (if section 501(c)(3))	Direct controlling entity
WISCONSIN DELLS FESTIVALS, INC. 39-1701358 PO BOX 390 MISCONSIN DELLS, WI 53965	SPECIAL EVENT WI	IM	501(C)(6)		N/A
For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990				Sched	Schedule R (Form 990) 2009

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

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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.)

(J) General or managing partner?	Yes No	 			
Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)					rm 990, Part
(h) Draproportionale allocations??	Yes No				s" on Fo
(g) Share of end-of-year assets					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.)
(f) Share of total income					mplete if the organization or trust during t
(e) Predominant income (related, unrelated, excluded from tax under sections	512-514)				oration or Trust(Co treated as a corpora
(d)  Direct controlling entity					a <b>ble as a Corp</b> od d organizations
(c) Legal domicile (state or foreign	(6 miles)				 ions Tax re relate
(b) Primary activity			;		elated Organizati it had one or mo
(a) Name, address, and EIN of related organization					Partiv Identification of Re IV, line 34 because

	(h) Percentage ownership				
	(g) Share of end-of-year assets				
/	(f) Share of total mcome				
(imal imal alia Billian	(e) Type of entity (C corp, S corp, or trust)				
	(d) Direct controlling entity				
00 00 0000	(c) Legal domicile (state or foreign country)				
	(b) Pnmary activity				
	(a) Name, address, and EIN of related organization				

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

Note. Complete ine 1 if any entity is listed in Darts II III or IV of this exhadrile			Yes	ŝ
Note: Comprete line 11 and character is a second to the consequence of the following transactions with one or more related organizations listed in Parts II—IV?	rts II–IV?	्	11.	• -
Connected (1) and the		1a	a	×
a receipt of (1) interest (ii) anniques (iii) regardes of (iv) remained entry		=	×	
		7	v	×
		14	P	×
Leadis of idall guardinees to of 101 outel of galifeation(s)			a	×
e Loans or loan guarantees by otner organization(s)			1	
f Sale of assets to other organization(s)	•	14	4	$\times$
q Purchase of assets from other organization(s)		19	Б	×
		#	h	×
		=		×
בממפס סו ממוונים, כלמוף ומיום מפסמה גם סמום משמח בממחוק			17.52	``
i Lease of facilities equipment or other assets from other organization(s)		1	j	×
k Performance of services or membership or fundraising solicitations for other organization(s)		1	1k	×
Performance of services or membership or fundraising solicitations by other organization(s)		<del>-</del>	1   1	×
		<u>-</u>	1m ×	
Sharing of paid employees	•	-	1n X	
		, 1		-
o Reimbursement baild to other organization for expenses	•	•	10 X	
Reimbursement paid by other organization for expenses	•	1	1p	×
		<u> </u>		
n Other transfer of cash or property to other organization(s)		•	19	×
		11	1	×
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	inships and transacti	on thresholds.		
	(q)	(၁)	-	
Name of other organization	Transaction type (a–r)	Amount involved	olved	
(1) WISCONSIN DELLS FESTIVALS, INC.	В	286,	6,705	
(2)				
(3)				
(4)				
(5)				
. (9)				
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Unrelated Organizations Taxable as a Partnership (Complete of 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. Part VI

Yes No (h) General or managing partner? (9)
Code V-UBI
amount in box 20
of Schedule K-1
(Form 1065) (f) Disproportionate allocations? ş Yes (e) Share of end-of-year assets (d)
Are all partners
section
501(c)(3)
organizations?
Yes No (c)
Legal domicale
(state or foreign
country) Primary activity Name, address, and EIN of entity

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