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Form **990-EZ**

Department of the Treasury
Internal Revenue Service

Short Form
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)

▶ Sponsoring organizations of donor advised funds and controlling organizations as defined in section 512(b)(13) must file Form 990 All other organizations with gross receipts less than $500,000 and total assets less than $1,250,000 at the end of the year may use this form

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

OMB No 1545-1150

2009

Open to Public Inspection

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

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

Please use IRS label or print or type. See Specific Instructions.

C Name of organization
Wisconsin Council-Society for Human Resource Management

Number and street (or P O box, if mail is not delivered to street address) | Room/suite
2830 Agriculture Dr

City or town, state or country, and ZIP + 4
Madison, WI 537186790

D Employer identification number
39-1559013

E Telephone number
(608) 204-9827

F Group Exemption Number ▶

● ***Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).***

G Accounting method ☐ Cash ☑ Accrual
Other (specify) ▶

I Website: ▶ www wishrm org

J Tax-Exempt status (check only one)— ☑ 501(c) (6) ◀(insert no) ☐ 4947(a)(1) or ☐ 527

H Check ▶ ☑ if the organization is **not** required to attach Schedule B (Form 990, 990-EZ, or 990-PF)

K Check ▶ ☐ if the organization is not a section 509(a)(3) supporting organization **and** its gross receipts are normally **not** more than $25,000 A Form 990-EZ or Form 990 return is not required, but if the organization chooses to file a return, be sure to file a complete return

L Add lines 5b, 6b, and 7b, to line 9 to determine gross receipts, if $500,000 or more, file Form 990 instead of Form 990-EZ ▶ $ 400,581

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See the instructions for Part I)

Revenue	1	Contributions, gifts, grants, and similar amounts received	1	5,252
	2	Program service revenue including government fees and contracts	2	394,824
	3	Membership dues and assessments	3	
	4	Investment income	4	505
	5a	Gross amount from sale of assets other than inventory — 5a		
	b	Less cost or other basis and sales expenses — 5b		
	c	Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c	
	6	Special events and activities (complete applicable parts of Schedule G) If any amount is from **gaming,** check here ▶ ☐		
	a	Gross revenue (not including $ _of contributions reported on line 1) — 6a		
	b	Less direct expenses other than fundraising expenses — 6b		
	c	Net income or (loss) from special events and activities (Subtract line 6b from line 6a)	6c	
	7a	Gross sales of inventory, less returns and allowances — 7a		
	b	Less cost of goods sold — 7b		
	c	Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c	
	8	Other revenue (describe ▶)	8	
	9	**Total revenue.** Add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8 ▶	9	400,581
Expenses	10	Grants and similar amounts paid (attach schedule)	10	250
	11	Benefits paid to or for members	11	
	12	Salaries, other compensation, and employee benefits	12	19,946
	13	Professional fees and other payments to independent contractors	13	
	14	Occupancy, rent, utilities, and maintenance	14	
	15	Printing, publications, postage, and shipping	15	
	16	Other expenses (describe ▶)	16	412,797
	17	**Total expenses.** Add lines 10 through 16 ▶	17	432,993
Net Assets	18	Excess or (deficit) for the year (Subtract line 17 from line 9)	18	-32,412
	19	Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	141,020
	20	Other changes in net assets or fund balances (attach explanation)	20	
	21	Net assets or fund balances at end of year Combine lines 18 through 20 ▶	21	108,608

Part II Balance Sheets—If Total assets on line 25, column (B) are $1,250,000 or more, file Form 990 instead of Form 990-EZ

(See the instructions for Part II)

		(A) Beginning of year		(B) End of year
22	Cash, savings, and investments	188,611	22	127,278
23	Land and buildings		23	
24	Other assets (describe ▶)	21,454	24	24,565
25	**Total assets**	210,065	25	151,843
26	**Total liabilities** (describe ▶)	69,045	26	43,235
27	**Net assets or fund balances** (line 27 of column (B) **must** agree with line 21)	141,020	27	108,608

Part III **Statement of Program Service Accomplishments** (See the instructions for Part III)

		Expenses (Required for section 501 (c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts, optional for others)
What is the organization's primary exempt purpose? THE WISCONSIN COUNCIL-SOCIETY FOR HUMAN RESOURCE MANAGEMENT REPRESENTS HUMAN RESOURCE PROFESSIONALS IN WISCONSIN AND IS SUPPORTED THROUGH THE NATIONAL SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM) THE SOCIETY'S MISSION IS TO BE THE RECOGNIZED STATE LEADER IN HUMAN RESOURCE MANAGEMENT BY BRINGING THE SOCIETY CLOSER TO HOME AND ENHANCING THE VALUE OF SHRM MEMBERSHIP		
Describe what was achieved in carrying out the organization's exempt purposes In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title		
28 The Wisconsin Council-Society for Human Resource Management sponsored three conferences during the year the Society's annual conference, a leadership conference, and a legislative conference The conferences offer a wide range of programming from entry level to senior leadership in benefits, compensation, recruitment, selection, retention, safety, leadership, organizational development, training, and talent management The conferences also offer exceptional education and networking experiences for human resource professionals in addition to exhibit and sponsorship opportunities The conferences were attended by over 1,300 individuals (Grants $ 0) If this amount includes foreign grants, check here . . . ▶ ☐	**28a**	0
29 (Grants $) If this amount includes foreign grants, check here . . . ▶ ☐	**29a**	
30 (Grants $) If this amount includes foreign grants, check here . . . ▶ ☐	**30a**	
31 Other program services (attach schedule) . . . . (Grants $) If this amount includes foreign grants, check here . . . ▶ ☐	**31a**	
32 Total program service expenses (add lines 28a through 31a) . . . . ▶	**32**	

Part IV **List of Officers, Directors, Trustees, and Key Employees.** List each one even if not compensated (See the instructions for Part IV)

(a) Name and address	**(b)** Title and average hours per week devoted to position	**(c)** Compensation **(If not paid, enter -0-.)**	**(d)** Contributions to employee benefit plans & deferred compensation	**(e)** Expense account and other allowances
See Additional Data Table				

Part V Other Information (Note the statement requirements in the instructions for Part V.)

			Yes	No
33	Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity	33		No
34	Were any changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the changes	34		No
35	If the organization had income from business activities, such as those reported on lines 2, 6a, and 7a (among others), but **not** reported on Form 990-T, attach a statement explaining why the organization did not report the income on Form 990-T			
a	Did the organization have unrelated business gross income of $1,000 or more or was it subject to section 6033 (e) notice, reporting, and proxy tax requirements?	35a		No
b	If "Yes," has it filed a tax return on **Form 990-T** for this year?	35b		
36	Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N	36		No
37a	Enter amount of political expenditures, direct or indirect, as described in the instructions ▶ 37a 0			
b	Did the organization file **Form 1120-POL** for this year?	37b		
38a	Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee **or** were any such loans made in a prior year and still outstanding at the end of the period covered by this return?	38a		No
b	If "Yes," complete Schedule L, Part II and enter the total amount involved 38b			
39	*Section 501(c)(7) organizations.* Enter			
a	Initiation fees and capital contributions included on line 9 39a			
b	Gross receipts, included on line 9, for public use of club facilities 39b			
40a	*Section 501(c)(3) organizations.* Enter amount of tax imposed on the organization during the year under section 4911 ▶ _____, section 4912 ▶ _____, section 4955 ▶ _____			
b	*Section 501(c)(3) and 501(c)(4) organizations.* Did the organization engage in any section 4958 excess benefit transaction during the year or is it aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	40b		
c	Section 501(c)(3) and 501(c)(4) organizations Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ▶ _____			
d	Section 501(c)(3) and 501(c)(4) organizations Enter amount of tax on line 40c reimbursed by the organization ▶ _____			
e	*All organizations.* At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T	40e		No

41 List the states with which a copy of this return is filed ▶ _____

42a The organization's books are in care of ▶ Heather Dyer Telephone no ▶ (608) 204-9827

Located at ▶ 2830 Agriculture Dr Madison, WI ZIP + 4 ▶ 537186790

			Yes	No
b	At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	42b		No
	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.**			
c	At any time during the calendar year, did the organization maintain an office outside of the U S ?	42c		No
	If "Yes," enter the name of the foreign country ▶ _____			

43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of **Form 1041**—Check here ▶ ☐ and enter the amount of tax-exempt interest received or accrued during the tax year ▶ 43

			Yes	No
44	Did the organization maintain any donor advised funds? *If "Yes", Form 990 must be completed instead of Form 990-EZ.*	44		No
45	Is any related organization a controlled entity of the organization within the meaning of section 512(b)(13)? *If "Yes", Form 990 must be completed instead of Form 990-EZ.*	45		No

Part VI **Section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts only.**
All section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts must answer questions 46-49b and complete the tables for lines 50 and 51.

		Yes	No
46	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		
47	Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II		
48	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*		
49a	Did the organization make any transfers to an exempt non-charitable related organization?		
b	If "Yes," was the related organization a section 527 organization?		

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than $100,000 of compensation from the organization If there is none, enter "None "

(a) Name and address of each employee paid more than $100,000	**(b)** Title and average hours per week devoted to position	**(c)** Compensation	**(d)** Contributions to employee benefit plans & deferred compensation	**(e)** Expense account and other allowances

50(f) Total number of other employees paid over $100,000 . . . . . ▶

51 Complete this table for the organization's five highest compensated independent contractors who each received more than $100,000 of compensation from the organization If there is none, enter "None "

(a) Name and address of each independent contractor paid more than $100,000	**(b)** Type of service	**(c)** Compensation

51(d) Total number of other independent contractors each receiving over $100,000 . . . . . ▶

Please Sign Here

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

****** — Signature of officer — 2010-04-27 — Date

Anthony Dix Treasurer — Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶ Glenn Miller CPA	Date	Check if self-empolyed ▶ ☐	Preparer's identifying number (See instructions)
Firm's name (or yours if self-employed), address, and ZIP + 4 ▶ Wegner LLP 2110 Luann Ln Madison, WI 537133098			EIN ▶ Phone no ▶ (608) 274-4020

May the IRS discuss this return with the preparer shown above? See instructions . . . . . ▶ ☑ Yes ☐ No

Additional Data

Software ID:
Software Version:
EIN: 39-1559013
Name: Wisconsin Council-Society for Human Resource Management

Form 990EZ, Part IV - List of Officers, Directors, Trustees, and Key Employees

(A) Name and address	(B) Title and average hours per week devoted to position	(C) Compensation (If not paid, enter -0-.)	(D) Contributions to employee benefit plans & deferred compensation	(E) Expense account and other allowances
Kristine Hackbarth-Horn 2830 Agriculture Drive Madison, WI 53718	State Director 1 00	0	0	0
Bob Swanson 2830 Agriculture Drive madison, WI 53718	Past State Director 1 00	0	0	0
Kellie Dunn-Poggemann 2830 Agriculture Drive madison, WI 53718	Secretary 1 00	0	0	0
Cindy Cerro 2830 Agriculture Drive madison, WI 53718	Treasurer 1 00	0	0	0
Laurie McIntosh 2830 Agriculture Drive madison, WI 53718	North Central Field Service D 1 00	0	0	0
Kristine Hofmann 2830 Agriculture Drive madison, WI 53718	North Central Regional 1 00	0	0	0
Julie Geyer 2830 Agriculture Drive madison, WI 53718	Membership At-Large Director 1 00	0	0	0
Michelle Hauer 2830 Agriculture Drive madison, WI 53718	Certification Director 1 00	0	0	0
Ryan Derber 2830 Agriculture Drive madison, WI 53718	College Relations Director 1 00	0	0	0
Doralyn Retzlaff 2830 Agriculture Drive madison, WI 53718	Communications Director 1 00	0	0	0
Theresa Drew 2830 Agriculture Drive madison, WI 53718	Conference Liaison Director 1 00	0	0	0
Anthony Dix 2830 Agriculture Drive madison, WI 53718	District Director 1 00	0	0	0
Matthew Stollak 2830 Agriculture Drive madison, WI 53718	District Director 1 00	0	0	0
Jane Berg 2830 Agriculture Drive madison, WI 53718	District Director 1 00	0	0	0
Sally Field 2830 Agriculture Drive madison, WI 53718	District Director 1 00	0	0	0
Amy Collett 2830 Agriculture Drive madison, WI 53718	Diversity Director 1 00	0	0	0
Barbara Stroh 2830 Agriculture Drive madison, WI 53718	Foundation Director 1 00	0	0	0
Helen Englebert 2830 Agriculture Drive madison, WI 53718	Leadership Director 1 00	0	0	0
Tami Christian 2830 Agriculture Drive madison, WI 53718	Governmental Affairs Director 1 00	0	0	0
Douglas Hamm 2830 Agriculture Drive madison, WI 53718	Workforce Readiness Director 1 00	0	0	0
Elaine Schultz 2830 Agriculture Drive madison, WI 53718	Blackhawk HRA President 1 00	0	0	0
Nichole Bushey 2830 Agriculture Drive madison, WI 53718	Blackhawk HRA President Elect 1 00	0	0	0
Kim Hall 2830 Agriculture Drive madison, WI 53718	Central WI SHRM President 1 00	0	0	0
Melissa Kimps 2830 Agriculture Drive madison, WI 53718	Central WI SHRM President Ele 1 00	0	0	0
Kathi Lee 2830 Agriculture Drive madison, WI 53718	Chippewa Valley SHRM Presiden 1 00	0	0	0
Lonna Brantner 2830 Agriculture Drive madison, WI 53718	Chippewa Valley SHRM Presiden 1 00	0	0	0
Paula Stettbacher 2830 Agriculture Drive madison, WI 53718	Fond du Lac AHRA President 1 00	0	0	0
Heidi Bremer 2830 Agriculture Drive madison, WI 53718	Fond du Lac AHRA President El 1 00	0	0	0
Lisa Van Straten 2830 Agriculture Drive madison, WI 53718	Fox Valley Chapter SHRM Presi 1 00	0	0	0
Beth Nighbor 2830 Agriculture Drive madison, WI 53718	Fox Valley Chapter SHRM Presi 1 00	0	0	0
Kari Lauritsen 2830 Agriculture Drive madison, WI 53718	Greater Madison Area SHRM Pre 1 00	0	0	0
Dave Furlan 2830 Agriculture Drive madison, WI 53718	Greater Madison Area SHRM Pre 1 00	0	0	0
Jennifer Smith 2830 Agriculture Drive madison, WI 53718	Green Bay Area Chapter SHRM P 1 00	0	0	0
Jenny Lowe 2830 Agriculture Drive madison, WI 53718	Green Bay Area Chapter SHRM P 1 00	0	0	0
Joanne Krueger 2830 Agriculture Drive madison, WI 53718	Metro Milwaukee SHRM Presiden 1 00	0	0	0
Tom TerHorst 2830 Agriculture Drive madison, WI 53718	Metro Milwaukee SHRM Presiden 1 00	0	0	0
Jen Jirsa 2830 Agriculture Drive madison, WI 53718	Jefferson County HRMA Preside 1 00	0	0	0
Kim Schultz 2830 Agriculture Drive madison, WI 53718	Lacrosse Area SHRM President 1 00	0	0	0
Jennifer Bausch 2830 Agriculture Drive madison, WI 53718	Lacrosse Area SHRM President 1 00	0	0	0
Jane Birkholz 2830 Agriculture Drive madison, WI 53718	Lakeshore Area SHRM President 1 00	0	0	0
Laura Biehn 2830 Agriculture Drive madison, WI 53718	Oshkosh Area SHRM President 1 00	0	0	0
Janine Diana 2830 Agriculture Drive madison, WI 53718	Oshkosh Area SHRM President E 1 00	0	0	0
Trina McVicker 2830 Agriculture Drive madison, WI 53718	Sauk County Personnel Assoc P 1 00	0	0	0
Konya Harrison 2830 Agriculture Drive madison, WI 53718	Sauk County Personnel Assoc P 1 00	0	0	0
Martha Miller 2830 Agriculture Drive madison, WI 53718	Sheboygan Area SHRM President 1 00	0	0	0
Sra Suckow 2830 Agriculture Drive madison, WI 53718	Sheboygan Area SHRM President 1 00	0	0	0
Holly Nobles 2830 Agriculture Drive madison, WI 53718	SHRM-Dodge County President 1 00	0	0	0
Sherri Stringfield 2830 Agriculture Drive madison, WI 53718	SHRM-Dodge County President E 1 00	0	0	0
Brad Foley 2830 Agriculture Drive madison, WI 53718	SHRM-Racine Kenosha Area Pres 1 00	0	0	0
Rebecca Eichner 2830 Agriculture Drive madison, WI 53718	SHRM-Racine Kenosha Area Pres 1 00	0	0	0
Joanne Jackson 2830 Agriculture Drive madison, WI 53718	St Croix Valley Employer Ass 1 00	0	0	0
Katie Cole 2830 Agriculture Drive madison, WI 53718	St Croix Valley Employer Ass 1 00	0	0	0
Brian Formella 2830 Agriculture Drive madison, WI 53718	Stevens Point Area HRA Presid 1 00	0	0	0
John Corrigall 2830 Agriculture Drive madison, WI 53718	Stevens Point Area HRA Presid 1 00	0	0	0

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TY 2009 Other Assets Schedule

Name: Wisconsin Council-Society for Human Resource Management

EIN: 39-1559013

Description	Beginning of Year Amount	End of Year Amount
Accounts receivable	1,181	0
Prepaid expenses and deferred charges	20,273	24,565

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TY 2009 Other Expenses Schedule

Name: Wisconsin Council-Society for Human Resource Management

EIN: 39-1559013

Description	Amount
Office expenses	6,585
Information Technology	17,948
Travel	7,332
Conferences, conventions, and meetings	361,848
Insurance	1,380
Chapter support	17,704

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TY 2009 Other Liabilities Schedule

Name: Wisconsin Council-Society for Human Resource Management

EIN: 39-1559013

Description	Beginning of Year Amount	End of Year Amount
Accounts payable and accrued expenses	69,045	40,178
Deferred revenue	0	3,057

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TY 2009 Transfers Personal Benefits Contracts Declaration

Name: Wisconsin Council-Society for Human Resource Management

EIN: 39-1559013

Declaration: The organization did not, during the year, receive any funds, directly,or indirectly, to pay premiums on a personal benefit contract.The organization, did not, during the year, pay any premiums, directly,or indirectly, on a personal benefit contract.