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**Short Form  
Return of Organization Exempt From Income Tax**

**2009**

**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.

Department of the Treasury  
Internal Revenue Service

**Open to Public  
Inspection**

**A For the 2009 calendar year, or tax year beginning , 2009, and ending**

<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Termination <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	Please use IRS label or print or type. See Specific Instructions.	<b>C</b> BOULDER AREA HUMAN RESOURCES ASSOCIATION 700 KEN PRATT BLVD., STE. 204-174 LONGMONT, CO 80501	<b>D</b> Employer identification number 84-0939330
			<b>E</b> Telephone number
			<b>F</b> Group Exemption Number
			(Blank)

• 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:** ▶ N/A

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

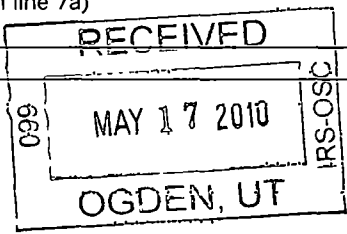
**J Tax-exempt status (check only one)** —  501(c) ( 6 ) ◀ (insert no.)  4947(a)(1) or  527

**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 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. ▶ \$ 51,968.

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

SCANNED JUN 29 2010	1 Contributions, gifts, grants, and similar amounts received	1	
	2 Program service revenue including government fees and contracts	2	
	3 Membership dues and assessments	3	51,629.
	4 Investment income	4	339.
	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 <input type="checkbox"/>		
	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 <b>Total revenue.</b> Add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8	9	51,968.
	EXPENSES	10 Grants and similar amounts paid (attach schedule)	10
11 Benefits paid to or for members		11	
12 Salaries, other compensation, and employee benefits		12	
13 Professional fees and other payments to independent contractors		13	475.
14 Occupancy, rent, utilities, and maintenance		14	
15 Printing, publications, postage, and shipping		15	528.
16 Other expenses (describe ▶ See Statement 1)		16	45,420.
17 <b>Total expenses.</b> Add lines 10 through 16	17	46,423.	
18 Excess or (deficit) for the year (Subtract line 17 from line 9)	18	5,545.	
ASSETS	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	26,827.
	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	32,372.



**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	26,111.	31,942.
23 Land and buildings		
24 Other assets (describe ▶ See Statement 2)	716.	430.
25 <b>Total assets</b>	26,827.	32,372.
26 <b>Total liabilities</b> (describe ▶ _____)	0.	0.
27 <b>Net assets or fund balances</b> (line 27 of column (B) must agree with line 21)	26,827.	32,372.

**BAA For Privacy Act and Paperwork Reduction Act Notice, see separate instructions.**

Form 990-EZ (2009)

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

		Yes	No
<b>33</b>	Did the organization engage in any activity not previously reported to the IRS? If 'Yes,' attach a detailed description of each activity		X
<b>34</b>	Were any changes made to the organizing or governing documents? If 'Yes,' attach a conformed copy of the changes.		X
<b>35</b>	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		
<b>35 a</b>	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?		X
<b>35 b</b>	If 'Yes,' has it filed a tax return on <b>Form 990-T</b> for this year?		
<b>36</b>	Did the organization undergo a liquidation, dissolution, termination, or substantial contraction during the year? If 'Yes,' complete applicable parts of Schedule N		X
<b>37 a</b>	Enter amount of political expenditures, direct or indirect, as described in the instructions <b>▶</b> <b>37 a</b>   0.		
<b>37 b</b>	Did the organization file <b>Form 1120-POL</b> for this year?		X
<b>38 a</b>	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?		X
<b>38 b</b>	If 'Yes,' complete Schedule L, Part II and enter the total amount involved <b>38 b</b>   N/A		
<b>39</b>	501(c)(7) organizations Enter.		
<b>39 a</b>	Initiation fees and capital contributions included on line 9 <b>39 a</b>   N/A		
<b>39 b</b>	Gross receipts, included on line 9, for public use of club facilities <b>39 b</b>   N/A		
<b>40 a</b>	501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under section 4911 <b>▶</b> N/A ; section 4912 <b>▶</b> N/A , section 4955 <b>▶</b> N/A		
<b>40 b</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 <b>40 b</b>		
<b>40 c</b>	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 <b>▶</b> 0.		
<b>40 d</b>	Section 501(c)(3) and 501(c)(4) organizations Enter amount of tax on line 40c reimbursed by the organization <b>▶</b> 0.		
<b>40 e</b>	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 <b>40 e</b>		X
<b>41</b>	List the states with which a copy of this return is filed <b>▶</b> None		

**42 a** The organization's books are in care of **▶** BRENDAN MCGUIRE Telephone no **▶** 303-953-0078  
 Located at **▶** 700 KEN PRATT BLVD #204-174 LONGMONT CO ZIP + 4 **▶** 80501

		Yes	No
<b>42 b</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)? If 'Yes,' enter the name of the foreign country: <b>▶</b> _____		X
<b>42 c</b>	See the instructions for exceptions and filing requirements for <b>Form TD F 90-22.1, Report of a Foreign Bank and Financial Accounts.</b> At any time during the calendar year, did the organization maintain an office outside of the U.S.? If 'Yes,' enter the name of the foreign country. <b>▶</b> _____		X

**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** |  N/A  
 N/A

		Yes	No
<b>44</b>	Did the organization maintain any donor advised funds? If 'Yes,' Form 990 must be completed instead of Form 990-EZ <b>44</b>		X
<b>45</b>	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 <b>45</b>		X

**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	46	
47 Did the organization engage in lobbying activities? If 'Yes,' complete Schedule C, Part II.	47	
48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E.	48	
49a Did the organization make any transfers to an exempt non-charitable related organization?	49a	
b If 'Yes,' was the related organization a section 527 organization?	49b	

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 and deferred compensation	(e) Expense account and other allowances
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f Total number of other employees paid over \$100,000 ▶ \_\_\_\_\_

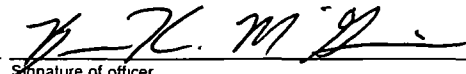
51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter 'None.'

(a) Name and address of each independent contractor paid more than \$100,000	(b) Type of service	(c) Compensation
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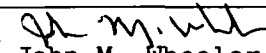
d Total number of other independent contractors each receiving over \$100,000 ▶ \_\_\_\_\_

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.

Sign Here


5/10/2010  
 Signature of officer Date  
**BRENDAN MCGUIRE** Treasurer  
 Type or print name and title

Paid Preparer's Use Only

Preparer's signature  Date **2-10-10** Check if self-employed  Preparer's Identifying Number (See instructions) **N/A**  
**John M. Wheeler, C.P.A.**  
 Firm's name (or yours if self-employed), address, and ZIP + 4 **James D. Pieper, C.P.A.**  
**255 Weaver Park Road, Suite 201** EIN **N/A**  
**Longmont, CO 80501-6076** Phone no **(303) 651-0771**

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

## BOULDER AREA HUMAN RESOURCES ASSOCIATION

84-0939330

2/10/10

10:55AM

**Statement 1**  
**Form 990-EZ, Part I, Line 16**  
**Other Expenses**

Advertising and Promotion	\$	680.
ASTD EXPENSES		1,910.
BOARD OF DIRECTOR'S EXPENSE		2,579.
COLLEGE RELATIONS		1,056.
CREDIT CARD FEES		1,202.
Depreciation		287.
HOLIDAY LUNCHEON EVENT		5,204.
LEGAL & BENEFIT UPDATE		1,422.
MEETING SUPPLIES		337.
MONTHLY LUNCHEON EVENT		11,512.
OTHER SPECIAL EVENTS		7,475.
PUBLIC RELATIONS		345.
SCHOLARSHIPS/GRANTS		2,762.
SHRM DUES & CONFERENCES		5,464.
TELEPHONE		473.
WEB SITE MAINTENANCE		2,712.
Total	\$	<u>45,420.</u>

**Statement 2**  
**Form 990-EZ, Part II, Line 24**  
**Other Assets**

	<u>Beginning</u>	<u>Ending</u>
Machinery and Equipment	\$ 716.	\$ 430.
Total	<u>\$ 716.</u>	<u>\$ 430.</u>

**Statement 3**  
**Form 990-EZ, Part III**  
**Organization's Primary Exempt Purpose**

The Association's objective is to improve the competence of human resource professionals by providing a forum for exchange of ideas and methods relating to the administrative, technical, scientific, educational, and fundamental concepts of human resource management.

**Statement 4**  
**Form 990-EZ, Part III, Line 28**  
**Statement of Program Service Accomplishments**

28.) Monthly Meetings - The purpose of the monthly meetings is to present education information to the members with the members providing input regarding the subject matter to be discussed. This effects all members who choose to participate and attend.

29.) Annual Legal updates & Workshops - The purpose of this service is to provide information regarding legal developments as they relate to the human resource profession.

30.) Certification Study Groups - The BAHRA certification chair coordinates study groups for the members who want to prepare for certification as a Professional in

2/10/10

10.55AM

**Statement 4 (continued)**  
**Form 990-EZ, Part III, Line 28**  
**Statement of Program Service Accomplishments**

Human Resources or a Senior Professional in Human Resources as defined by the Certification Institute of the Society for Human Resources Management (SHRM).

**Statement 5**  
**Form 990-EZ, Part VI**  
**Regarding Transfers Associated with Personal Benefit Contracts**

(a) Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?

No

(b) Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?

No