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Part III Statement of Program Service Accomplishments

1 Briefly describe the organization’s mission

As noted in its articles of incorporation, the mission of the ACLU is "to maintain and advance civil liberties, including, without limitation, the freedoms of association, press, religion and speech, and the rights to the franchise, to due process of law, and to equal protection of the laws for all people throughout the United States and its jurisdictions. The ACLU's objects shall be sought wholly without political partisanship." The ACLU today remains as focused as ever on the overarching goals set by its founders nearly 90 years ago, serving as the nation's guardian of liberty, working daily in courts, legislatures and communities to defend and preserve the individual rights and liberties that the Constitution and laws of the US guarantee. The ACLU also works to extend rights to segments of the population that have traditionally been denied their rights, including people of color, women, lesbians, gay men, bisexuals and transgender people, prisoners, and people with disabilities.

2

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

If "Yes," describe these new services on Schedule O

3

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

If "Yes," describe these changes on Schedule O

4

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

4a	(Code ) (Expenses \$ 11,941,533 including grants of \$ 17,000 ) (Revenue \$ )
	AFFILIATE SUPPORT - The ACLU has an affiliate or chapter in every state and in Puerto Rico. Affiliates handle requests for legal assistance, lobby state legislatures and host educational forums throughout the year. The national ACLU coordinates fundraising efforts with its affiliates and shares the proceeds of fundraising efforts with affiliates in accordance with a detailed policy. Through its Affiliate Support Department, the national ACLU also provides grants to affiliates to support work on specific initiatives and projects that have been identified as involving matters of both local/regional and national significance. The Affiliate Support Department offers training and technical assistance to affiliates across the country on a variety of topics of relevance.

4b	(Code ) (Expenses \$ 10,935,696 including grants of \$ ) (Revenue \$ )
	EDUCATION - Through newsletters, its comprehensive website, advertisements, op-ed articles, media interviews, publications, and numerous meetings and workshops conducted in collaboration with its affiliates throughout the US, the ACLU provides ongoing education to approximately 500,000 of its members and to the public at large with respect to a wide range of civil liberties issues and concerns. The organization's educational campaign emphasizes First Amendment rights to free speech, association and assembly, among others, the right to equal protection under the law, the right to due process and to fair treatment when the loss of liberty or property is at stake, and the right to privacy and freedom from unwarranted government intrusion into personal and private affairs.
















4c	(Code ) (Expenses \$ 2,206,292 including grants of \$ ) (Revenue \$ )
	LEGISLATION - The ACLU's legislative advocates are a constant presence on Capitol Hill and in state legislatures working to address civil liberties issues. Based in the ACLU's Washington, DC office, the organization's legislative policy team works to ensure that proposed legislation moves towards rather than away from the civil liberties goals of the organization. Working in collaboration with staff from ACLU affiliates across the country and in coalition with other groups with a shared interest in specific civil liberties issues, the ACLU conducts research, publishes position papers, hosts forums for the public and meets with key legislators and members of their staffs to discuss strategies to protect civil liberties and rights.

4d	Other program services (Describe in Schedule O ) <b>See also Additional Data for Description</b>
	(Expenses \$ 610,884 including grants of \$ ) (Revenue \$ )

4e	<b>Total program service expenses</b> \$ 25,694,405
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Part IV

Checklist of Required Schedules

		Yes	No				
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A . . . . .		No				
2	Is the organization required to complete Schedule B, Schedule of Contributors? 	Yes					
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I . . . . .		No				
4	<b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II . . . . .						
5	<b>Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.</b> Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III . . . . .		No				
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 		No				
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II 		No				
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 		No				
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 		No				
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V 	Yes					
11	Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable. . . . . 	Yes					
	◆ Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.						
	◆ Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.						
	◆ Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.						
	◆ Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.						
	◆ Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.						
	◆ Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? If "Yes," complete Schedule D, Part X.						
12	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII 		No				
12A	Was the organization included in consolidated, independent audited financial statements for the tax year? <table><tr><td>Yes</td><td>No</td></tr><tr><td> 12A</td><td>Yes</td></tr></table>	Yes	No	 12A	Yes		
Yes	No						
 12A	Yes						
13	If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional . . . . . 						
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		No				
14a	Did the organization maintain an office, employees, or agents outside of the United States? . . . . .		No				
14b	<b>b</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 . . . . .		No				
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the U S ? If "Yes," complete Schedule F, Part II . . . . .		No				
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the U S ? If "Yes," complete Schedule F, Part III . . . . .		No				
17	Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I 	Yes					
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II . . . . . 		No				
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III . . . . . 		No				
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H . . . . .		No				

Part IV

Checklist of Required Schedules (continued)

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

Part V

Statements Regarding Other IRS Filings and Tax Compliance

			Yes	No
1a	Enter the number reported in Box 3 of Form 1096, <i>Annual Summary and Transmittal of U.S. Information Returns</i> . Enter -0- if not applicable . . . . .	1a0		
	b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .			1c	
2a	Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return . . . . .	2a98		
	b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions)			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return? . . . . .		3a	Yes
b If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O . . . . .			3b	Yes
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? . . . . .		4a	No
b If "Yes," enter the name of the foreign country: <input type="text"/> See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . .		5a	No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b	No
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction? . . . . .			5c	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible? . . . . .		6a	Yes
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .			6b	Yes
7 Organizations that may receive deductible contributions under section 170(c).				
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? . . . . .			7a	
b If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .			7b	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .			7c	
d If "Yes," indicate the number of Forms 8282 filed during the year . . . . .			7d	
e Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? . . . . .			7e	
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 organization, have excess business holdings at any time during the year? . . . . .			8	
9 Sponsoring organizations maintaining donor advised funds.				
a Did the organization make any taxable distributions under section 4966? . . . . .			9a	
b Did the organization make a distribution to a donor, donor advisor, or related person? . . . . .			9b	
10 Section 501(c)(7) organizations. Enter				
a Initiation fees and capital contributions included on Part VIII, line 12 . . . . .		10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		10b		
11 Section 501(c)(12) organizations. Enter				
a Gross income from members or shareholders . . . . .		11a		
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) . . . . .		11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?			12a	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year			12b	

Part VI

Governance, Management, and Disclosure

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

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body . . .	1a	81	
b	Enter the number of voting members that are independent . . .	1b	81	
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		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? . . .	3		No
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a material diversion of the organization's assets? . . .	5		No
6	Does the organization have members or stockholders? . . . . .	6	Yes	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body? . . . . .	7a	Yes	
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons? . . .	7b	Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	The governing body? . . . . .	8a	Yes	
b	Each committee with authority to act on behalf of the governing body? . . . . .	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O . . . . .	9		No

Section B. Policies

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

			Yes	No
10a	Does the organization have local chapters, branches, or affiliates? . . . . .	10a	Yes	
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization? . . . . .	10b	Yes	
11	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11	Yes	
11A	Describe in Schedule O the process, if any, used by the organization to review the Form 990 . . . . .			
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13 . . . . .	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done . . . . .	12c	Yes	
13	Does the organization have a written whistleblower policy? . . . . .	13	Yes	
14	Does the organization have a written document retention and destruction policy? . . . . .	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official . . . . .	15a	Yes	
b	Other officers or key employees of the organization . . . . .	15b		No
	If "Yes" to line a or b, describe the process in Schedule O (See instructions )			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? . . . . .	16a		No
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? . . . . .	16b		

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed	AK , AR , AZ , CA , CO , CT , DC , FL , GA , HI , IL , KS , KY , LA , MA , MD , ME , MN , MO , MS , NC , ND , NH , NJ , NM , NY , OH , OK , OR , PA , RI , SC , TN , UT , WA , WI , WV
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply. <input checked="" type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request	
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table.	
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization.	CAROLINE GREENE CFO 125 broad street 18th floor new york, NY 10004 (212) 549-2500





<b>1b</b>	<b>Total</b> . . . . .	1,799,694	1,165,243	502,986
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Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization▶18

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

Section B. Independent Contractors

1

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

(A) Name and business address	(B) Description of services	(C) Compensation
GRASSROOTS CAMPAIGN INC PO BOX 120557 BOSTON, MA 02112	CANVASSING	3,045,780
PRINT MAIL COMMUNICATIONS INC 7201 LOCKPORT PLACE LORTON, VA 22079	PRINTING	1,934,193
TELEFUND INC 1532 N MILWAUKEE AVE SUITE 206 CHICAGO, IL 60622	TELEMARKETING	1,220,968
SHARE GROUP 73 CHAPEL STREET NEWTON, MA 02458	TELEMARKETING	891,142
CHERRY LANE PRINTING & MAILING 15 EAST BETHPAGE ROAD PLAINVIEW, NY 11803	PRINTING	863,447

2

Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ▶21

Part VIII

Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns . . .	1a				
	b	Membership dues . . . . .	1b				
	c	Fundraising events . . . . .	1c				
	d	Related organizations . . . .	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	32,687,792			
	g	Noncash contributions included in lines 1a-1f \$ _____					
	h	Total. Add lines 1a-1f . . . . .			32,687,792		
Program Service Revenue	2a		Business Code				
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f . . . . .					
	Other Revenue	3	Investment income (including dividends, interest and other similar amounts) . . . . .		39,276		
4		Income from investment of tax-exempt bond proceeds . . .					
5		Royalties . . . . .					
6a		Gross Rents	(i) Real (ii) Personal				
b		Less rental expenses					
c		Rental income or (loss)					
d		Net rental income or (loss) . . . . .					
7a		Gross amount from sales of assets other than inventory	(i) Securities (ii) Other				
b		Less cost or other basis and sales expenses					
c		Gain or (loss)					
d		Net gain or (loss) . . . . .		-201,482			-201,482
8a		Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 . . . . .	a				
b		Less direct expenses . . . . .	b				
c		Net income or (loss) from fundraising events . . .					
9a		Gross income from gaming activities See Part IV, line 19 . . . . .	a				
b		Less direct expenses . . . . .	b				
c		Net income or (loss) from gaming activities . . .					
10a		Gross sales of inventory, less returns and allowances . . . . .	a				
b		Less cost of goods sold . . . . .	b				
c		Net income or (loss) from sales of inventory . . .					
Miscellaneous Revenue		Business Code					
11a	list rentals	532,000	61,595		61,595		
b	pamphlet & book sales	900,099	10,657	10,657			
c							
d	All other revenue . . . . .						
e	Total. Add lines 11a-11d . . . . .			72,252			
12	Total revenue. See Instructions . . . . .			32,597,838	10,657	61,595	-162,206

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).					
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(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	17,000	17,000		
2	Grants and other assistance to individuals in the U S See Part IV, line 22				
3	Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees . . . . .	429,443	172,499	243,781	13,163
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .				
7	Other salaries and wages	3,236,526	2,656,262	171,398	408,866
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions) . . . . .	330,178	259,932	38,003	32,243
9	Other employee benefits . . . . .	530,029	417,265	61,006	51,758
10	Payroll taxes . . . . .	303,311	238,781	34,911	29,619
11	Fees for services (non-employees)				
a	Management . . . . .				
b	Legal . . . . .				
c	Accounting . . . . .	92,082		92,082	
d	Lobbying . . . . .				
e	Professional fundraising See Part IV, line 17 . . . . .	781,667			781,667
f	Investment management fees . . . . .				
g	Other . . . . .	3,576,214	3,039,144	387,915	149,155
12	Advertising and promotion . . . . .				
13	Office expenses . . . . .	5,298,218	4,360,443	40,544	897,231
14	Information technology . . . . .				
15	Royalties . . . . .				
16	Occupancy . . . . .				
17	Travel . . . . .	166,813	132,125	3,160	31,528
18	Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .				
19	Conferences, conventions, and meetings . . . . .	12,029	10,537		1,492
20	Interest . . . . .				
21	Payments to affiliates . . . . .				
22	Depreciation, depletion, and amortization . . . . .				
23	Insurance . . . . .				
24	Other expenses Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below )				
a	shared portion of membe	8,636,518	8,636,518		
b	publishing/printing exp	1,937,631	1,744,127		193,504
c	SHARED PORTION OF BEQUE	1,481,577	1,481,577		
d	special affiliate subsi	1,151,860	1,151,860		
e	ALL OTHER	1,014,219	893,166	37,738	83,315
f	All other expenses	585,306	483,169	31,842	70,295
25	Total functional expenses. Add lines 1 through 24f	29,580,621	25,694,405	1,142,380	2,743,836
26	Joint costs. Check here <input type="checkbox"/> if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X

Balance Sheet

					(A)		(B)
					Beginning of year		End of year
Assets	1	Cash—non-interest-bearing . . . . .			493,819	1	3,201,905
	2	Savings and temporary cash investments . . . . .				2	
	3	Pledges and grants receivable, net . . . . .				3	
	4	Accounts receivable, net . . . . .				4	2,280,482
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L . . . . .				5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L . . . . .				6	
	7	Notes and loans receivable, net . . . . .				7	
	8	Inventories for sale or use . . . . .				8	
	9	Prepaid expenses and deferred charges . . . . .			167,754	9	279,674
	10a	Land, buildings, and equipment, cost or other basis. Complete Part VI of Schedule D . . . . .	10a				
	b	Less accumulated depreciation . . . . .	10b			10c	
	11	Investments—publicly traded securities . . . . .			1,951,317	11	1,535,787
	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 . . . . .			13,350,294	15	13,015,238
	16	<b>Total assets.</b> Add lines 1 through 15 (must equal line 34) . . . . .			15,963,184	16	20,313,086
Liabilities	17	Accounts payable and accrued expenses . . . . .			1,063,979	17	841,894
	18	Grants payable . . . . .				18	
	19	Deferred revenue . . . . .				19	
	20	Tax-exempt bond liabilities . . . . .				20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D . . . . .				21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L . . . . .				22	
	23	Secured mortgages and notes payable to unrelated third parties . . . . .				23	
	24	Unsecured notes and loans payable to unrelated third parties . . . . .				24	
	25	Other liabilities. Complete Part X of Schedule D . . . . .			28,227,801	25	27,511,890
	26	<b>Total liabilities.</b> Add lines 17 through 25 . . . . .			29,291,780	26	28,353,784
Net Assets or Fund Balances	<b>Organizations that follow SFAS 117, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27 through 29, and lines 33 and 34.</b>						
	27	Unrestricted net assets . . . . .			-13,413,713	27	-9,620,815
	28	Temporarily restricted net assets . . . . .			85,117	28	1,580,117
	29	Permanently restricted net assets . . . . .				29	
	<b>Organizations that do not follow SFAS 117, check here</b> <input type="checkbox"/> <b>and complete lines 30 through 34.</b>						
	30	Capital stock or trust principal, or current funds . . . . .				30	
	31	Paid-in or capital surplus, or land, building or equipment fund . . . . .				31	
	32	Retained earnings, endowment, accumulated income, or other funds . . . . .				32	
	33	<b>Total net assets or fund balances</b> . . . . .			-13,328,596	33	-8,040,698
	34	<b>Total liabilities and net assets/fund balances</b> . . . . .			15,963,184	34	20,313,086

**Part XI**    **Financial Statements and Reporting**

	Yes	No
<b>1</b> Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
<b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant? . . .		No
<b>b</b> Were the organization's financial statements audited by an independent accountant? . . . . .	Yes	
<b>c</b> If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O . . . .	Yes	
<b>d</b> If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separated basis		
<b>3a</b> As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? . . . . .		No
<b>b</b> If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits . . .		

Additional Data

Software ID:  
Software Version:  
EIN: 13-3871360  
Name: AMERICAN CIVIL LIBERTIES UNION INC

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

4d. Other program services			
(Code	) (Expenses \$	610,884	including grants of \$ (Revenue \$ )
The Board of Directors of the ACLU works through its standing and special committees to analyze civil liberties issues and, where appropriate, to develop policies that will serve as the frame of reference for legislative, educational and case-specific work at the national level			

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DEBORAH ARCHER DIRECTOR	1 50	X						0	0	0
ANDY SCHATZ DIRECTOR	1 50	X						0	0	0
JACQUELIN WASHINGTON DIRECTOR	1 50	X						0	0	0
RON WILSON DIRECTOR	1 50	X						0	0	0
WILLIAM ACEVES DIRECTOR	1 50	X						0	0	0
SUSAN ADELMAN DIRECTOR	1 50	X						0	0	0
KEMAL AHMED DIRECTOR	1 50	X						0	0	0
LAILA AL-QATAMI DIRECTOR	1 50	X						0	0	0
KELLY ANTHONY DIRECTOR	1 50	X						0	0	0
ADRIENNE ASCH DIRECTOR	1 50	X						0	0	0
JAY BARTH DIRECTOR	1 50	X						0	0	0
MARC O BEEM DIRECTOR	1 50	X						0	0	0
JUDITH BENDICH DIRECTOR	1 50	X						0	0	0
LAURIE BENNETT DIRECTOR	1 50	X						0	0	0
PHIL BEREANO DIRECTOR	1 50	X						0	0	0
VIVIAN BERGER DIRECTOR	1 50	X						0	0	0
EVE BIGELOW-BAXLEY DIRECTOR	1 50	X						0	0	0
JOHN BLAKESLEE DIRECTOR	1 50	X						0	0	0
JOHN BODDIE DIRECTOR	1 50	X						0	0	0
LUZ BUITRAGO DIRECTOR	1 50	X						0	0	0
M SUSAN CARLSON DIRECTOR	1 50	X						0	0	0
ROBERT N CHESTER DIRECTOR	1 50	X						0	0	0
DAVID CRUZ GENERAL COUNSEL	1 50	X		X				0	0	0
EILEEN DURGIN-CLINCHARD DIRECTOR	1 50	X						0	0	0
JEFF DWORKIN DIRECTOR	1 50	X						0	0	0

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MICHAEL ELSNER DIRECTOR	1 50	X						0	0	0
MILTON ESTES DIRECTOR	1 50	X						0	0	0
ELLEN FEINGOLD DIRECTOR	1 50	X						0	0	0
MARY ELLEN GALE DIRECTOR	1 50	X						0	0	0
SALLY FRANK DIRECTOR	1 50	X						0	0	0
BETTY GARTMAN DIRECTOR	1 50	X						0	0	0
ANTHONY DON GEORGE DIRECTOR	1 50	X						0	0	0
LIZ GILCHRIST DIRECTOR	1 50	X						0	0	0
SALLY T GRANT DIRECTOR	1 50	X						0	0	0
SCOTT GREENWOOD GENERAL COUNSEL	1 50	X		X				0	0	0
LAWRENCE A HAMERMESH DIRECTOR	1 50	X						0	0	0
SUSAN N HERMAN DIRECTOR/PRESIDENT	1 50	X		X				0	0	0
AUNDRE M HERRON DIRECTOR	1 50	X						0	0	0
JEFFREY HONG DIRECTOR	1 50	X						0	0	0
MARINA HSIEH DIRECTOR/VICE PRESIDENT	1 50	X		X				0	0	0
SHELAN JOSEPH DIRECTOR	1 50	X						0	0	0
ALY KASSAM-REMTULLA DIRECTOR	1 50	X						0	0	0
HAMID R KASHANI DIRECTOR	1 50	X						0	0	0
JOAN LASKOWSKI DIRECTOR	1 50	X						0	0	0
REV JAMES M LAWSON JR DIRECTOR	1 50	X						0	0	0
M CALIEN LEWIS DIRECTOR	1 50	X						0	0	0
ROSLYN LITMAN GENERAL COUNSEL	1 50	X		X				0	0	0
WENDY C NAKAMURA DIRECTOR	1 50	X						0	0	0
FRED R NEAL DIRECTOR	1 50	X						0	0	0
NAHLA NIMEH-LEWIS DIRECTOR	1 50	X						0	0	0



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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
R SAMUEL PAZ DIRECTOR/VICE PRESIDENT	1 50	X		X				0	0	0
MITCHELL PEARL DIRECTOR	1 50	X						0	0	0
MICHAEL E PHENEGER DIRECTOR	1 50	X						0	0	0
KELLEY PUTMAN DIRECTOR	1 50	X						0	0	0
JULIE L FERGUSON QUEEN DIRECTOR	1 50	X						0	0	0
REBECCA RAND DIRECTOR	1 50	X						0	0	0
ROBERT B REMAR ESQ DIRECTOR/VP/TREASURER	1 50	X		X				0	0	0
FLORENCE ROISMAN DIRECTOR	1 50	X						0	0	0
MARGARET RUSSELL DIRECTOR	1 50	X						0	0	0
BRUCE W SATTLER DIRECTOR	1 50	X						0	0	0
ALBERT E SCHERR DIRECTOR	1 50	X						0	0	0
JILL SHEINBERT DIRECTOR	1 50	X						0	0	0
PREETMOHAN SINGH DIRECTOR	1 50	X						0	0	0
CHUCK E SMITH DIRECTOR	1 50	X						0	0	0
CHERRY SPENCER-STARK DIRECTOR	1 50	X						0	0	0
ALISON STEINER DIRECTOR	1 50	X						0	0	0
PEGGY STRINE DIRECTOR	1 50	X						0	0	0
TONY STRONG DIRECTOR	1 50	X						0	0	0
PHILIPPA STRUM DIRECTOR/SECRETARY	1 50	X		X				0	0	0
JOSEPH SWEAT DIRECTOR	1 50	X						0	0	0
LISA THURAU-GRAY DIRECTOR	1 50	X						0	0	0
ALAN TOY DIRECTOR	1 50	X						0	0	0
BRIGITTE TULLER DIRECTOR	1 50	X						0	0	0
CAROLE WELLS DIRECTOR	1 50	X						0	0	0
JERALYN WENDELBERGER DIRECTOR	1 50	X						0	0	0

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
GARY WILLIAMS DIRECTOR/VICE PRESIDENT	1 50	X		X				0	0	0
RON TYLER DIRECTOR	1 50	X						0	0	0
CAITLIN BORGMANN DIRECTOR	1 50	X						0	0	0
LISA HONIG DIRECTOR	1 50	X						0	0	0
ARTHUR M KAPLAN ESQ DIRECTOR	1 50	X						0	0	0
GALEN PAINE DIRECTOR	1 50	X						0	0	0
AMIT RANADE DIRECTOR	1 50	X						0	0	0
ELEANOR SELF DIRECTOR	1 50	X						0	0	0
LISA WATSON DIRECTOR	1 50	X						0	0	0
MARK AYERS DIRECTOR	1 50	X						0	0	0
RANDALL COYNE DIRECTOR	1 50	X						0	0	0
RICHARD ALVARADO DIRECTOR	1 50	X						0	0	0
CLAUDIA ANGELOS DIRECTOR	1 50	X						0	0	0
ANTONIO BROWN DIRECTOR	1 50	X						0	0	0
JIM RODBARD DIRECTOR	1 50	X						0	0	0
RICHARD ZACKS DIRECTOR	1 50	X		X				0	0	0
ANTHONY ROMERO Executive Director/CEO	35 00			X				329,206	0	21,026
ALMA MONTCLAIR DIR OF ADMIN/FIN & ASST	35 00			X				265,472	0	98,449
TERENCE DOUGHERTY IN-HOUSE GEN COUNSEL & A	35 00			X				204,728	0	16,611
FRANK ASKIN GENERAL COUNSEL	1 50			X				0	0	0
DOROTHY M EHRLICH deputy executive directo	35 00				X			279,165	0	56,307
EMILY TYNES DIR OF COMMUNICATIONS	35 00				X			0	233,689	43,048
DONNA MCKAY DIRECTOR OF DEVELOPMENT	35 00				X			0	243,415	22,332
GERI ROZANSKI DIRECTOR OF AFFILIATE SU	35 00				X			0	213,411	43,189
STEVEN SHAPIRO LEGAL DIRECTOR	35 00				X			0	275,395	48,066

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors						
(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)				
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee
(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations				
CAROLINE GREENE CHIEF FINANCIAL OFFICER	35 00			X		
0	199,333	22,303				
GEORGIA ANN NOONE DEPUTY DIRECTOR OF WLO	35 00				X	
154,877	0	35,313				
MICHAEL MACLEOD-BALL CHIEF LEGISLATIVE AND PO	35 00				X	
145,847	0	32,946				
GERALDINE ENGEL DIRECTOR MEMBERSHIP	35 00				X	
144,081	0	30,780				
SHAWN COX ASSOC DIR IT DATABASE PR	35 00				X	
138,750	0	14,898				
CAROLINE FREDRICKSON DIRECTOR WLO	35 00				X	
137,568	0	17,718				

Form 990, Part IX - Statement of Functional Expenses - 24a - 24e Other Expenses

<i>Do not include amounts reported on line 6b, 8b, 9b, and 10b of Part VIII.</i>	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
shared portion of membe	8,636,518	8,636,518		
publishing/printing exp	1,937,631	1,744,127		193,504
SHARED PORTION OF BEQUE	1,481,577	1,481,577		
special affiliate subsi	1,151,860	1,151,860		
ALL OTHER	1,014,219	893,166	37,738	83,315

SCHEDULE D

(Form 990)

Department of the Treasury  
Internal Revenue Service

Supplemental Financial Statements

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

OMB No 1545-0047

2009

Open to Public  
Inspection

**Name of the organization**  
AMERICAN CIVIL LIBERTIES UNION INC

**Employer identification number**  
13-3871360

Part I

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

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

Part II

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

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

Part III

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

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

Part III

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

3

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

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

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

5

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

☐ Yes

☐ No

Part IV

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

1a

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

☐ Yes

☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

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

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIV

Part V

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

	(a)Current Year	(b)Prior Year	(c)Two Years Back	(d)Three Years Back	(e)Four Years Back
1a Beginning of year balance . . . . .	36,581,995				
b Contributions . . . . .	362,722				
c Investment earnings or losses . . . . .	13,265,164				
d Grants or scholarships . . . . .					
e Other expenditures for facilities and programs . . . . .	1,805,854				
f Administrative expenses . . . . .					
g End of year balance . . . . .	48,404,027				

2

Provide the estimated percentage of the year end balance held as

a

Board designated or quasi-endowment ▶ %

b

Permanent endowment ▶ 100 000 % %

c

Term endowment ▶ %

3a

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

(i) unrelated organizations . . . . .

(ii) related organizations . . . . .

3a(i)

☐ Yes

☐ No

3a(ii)

☐ Yes

☐ No

b

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

3b

☐ Yes

☐ No

4


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

Part VI

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land . . . . .				
b Buildings . . . . .				
c Leasehold improvements . . . . .				
d Equipment . . . . .				
e Other . . . . .				
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) . . . . .				0

**Part VII Investments—Other Securities.** See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives		
Closely-held equity interests		
Other		
<b>Total.</b> (Column (b) should equal Form 990, Part X, col (B) line 12 ) 		

**Part VIII Investments—Program Related.** See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
<b>Total.</b> (Column (b) should equal Form 990, Part X, col (B) line 13 ) ▶		

**Part IX Other Assets.** See Form 990, Part X, line 15.

(a) Description	(b) Book value
DUE FROM AFFILIATES	5,819,442
DUE FROM RELATED PARTY (ACLU FDTN - 501(C)(3))	7,195,796
<b>Total.</b> (Column (b) should equal Form 990, Part X, col.(B) line 15.) . . . . .	13,015,238

**Part X Other Liabilities.** See Form 990, Part X, line 25.

1	(a) Description of Liability	(b) Amount
	Federal Income Taxes	
	ACCRUED PENSION LIABILITY	25,256,676
	DUE TO AFFILIATES	2,255,214
	<b>Total.</b> (Column (b) should equal Form 990, Part X, col (B) line 25 ) ▶	27,511,890

**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

Part XI

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	32,597,838
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	29,580,621
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	3,017,217
4	Net unrealized gains (losses) on investments	4	700,203
5	Donated services and use of facilities	5	-832,066
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	2,402,544
9	Total adjustments (net) Add lines 4 - 8	9	2,270,681
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	5,287,898

Part XII

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements . . . . .	1	180,229,921
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments . . . . .	2a	56,571,783
b	Donated services and use of facilities . . . . .	2b	
c	Recoveries of prior year grants . . . . .	2c	
d	Other (Describe in Part XIV) . . . . .	2d	91,060,300
e	Add lines 2a through 2d . . . . .	2e	147,632,083
3	Subtract line 2e from line 1 . . . . .	3	32,597,838
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	4a	
b	Other (Describe in Part XIV) . . . . .	4b	
c	Add lines 4a and 4b . . . . .	4c	0
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12 ) . . . . .	5	32,597,838

Part XIII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements . . . . .	1	110,692,036
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities . . . . .	2a	832,066
b	Prior year adjustments . . . . .	2b	
c	Other losses . . . . .	2c	
d	Other (Describe in Part XIV) . . . . .	2d	80,279,349
e	Add lines 2a through 2d . . . . .	2e	81,111,415
3	Subtract line 2e from line 1 . . . . .	3	29,580,621
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	4a	
b	Other (Describe in Part XIV) . . . . .	4b	
c	Add lines 4a and 4b . . . . .	4c	0
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18 ) . . . . .	5	29,580,621

Part XIV

Supplemental Information

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

Identifier	Return Reference	Explanation
Part V, Line 4	Description of Intended Use of Endowment Funds	TEMPORARILY RESTRICTED NET ASSETS ARE TO BE USED FOR SPECIFIC PROGRAM PURPOSES
Part XI, Line 8 - Other Adjustments		minimum pension liability adjustment 2402544
		PART XII, LINE 2D MINIMUM PENSION LIABILITY ADJUSTMENT \$2,402,544 REVENUES AND ELIMINATIONS INCLUDED ON COMBINED FINANCIAL STATEMENTS \$93,279,978 PART XIII, LINE 2D EXENSES AND ELIMINATIONS INCLUDED ON COMBINED FINANCIAL STATEMENTS \$80,279,349 FIN 48 FINANCIAL STATEMENT FOOTNOTE THERE ARE NO UNCERTAIN TAX POSITIONS BEING TAKEN BY THE ORGANIZATION



SCHEDULE G  
(Form 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

Supplemental Information Regarding  
Fundraising or Gaming Activities

Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19,  
or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.  
▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No. 1545-0047

2009

Open to Public Inspection

Name of the organization  
AMERICAN CIVIL LIBERTIES UNION INC

Employer identification number  
13-3871360

Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17.  
Form 990-EZ filers are not required to complete this part.

- 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a☒ Mail solicitations

e☒ Solicitation of non-government grants

b☒ Internet and e-mail solicitations

f☐ Solicitation of government grants

c☒ Phone solicitations

g☐ Special fundraising events

d☒ In-person solicitations
- 2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising activities? ☒ Yes ☐ No
- b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. Form 990-EZ filers are not required to complete this table.

(i) Name of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
CAROL ENTERS LIST COMPANY INC	FUNDRAISING STRATEGY/CONSULTING		No	0	383,317	-383,317
OMPINC	FUNDRAISING STRATEGY/CONSULTING		No	0	373,802	-373,802
BULLY PULPIT INTERACTIVE LLC	FUNDRAISING STRATEGY/CONSULTING		No	0	13,500	-13,500
TARGET ANALYSIS GROUP INC	FUNDRAISING STRATEGY/CONSULTING		No	0	11,048	-11,048
Total . . . . . ▶					781,667	-781,667

Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other Events	(d) Total Events (Add col (a) through col (c))
		(event type)	(event type)	(total number)	
Revenue	1	Gross receipts . . . .			
	2	Less Charitable contributions . . . .			
	3	Gross income (line 1 minus line 2) . . . .			
Direct Expenses	4	Cash prizes . . . .			
	5	Non-cash prizes . . . .			
	6	Rent/facility costs . . . .			
	7	Food and beverages . . . .			
	8	Entertainment . . . .			
	9	Other direct expenses . . . .			
	10	Direct expense summary Add lines 4 through 9 in column (d) . . . . . ▶			
	11	Net income summary Combine lines 3, column d, and line 10. . . . . ▶			

Part III Gaming. Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col (a) through col (c))
Revenue	1	Gross revenue . . . . .			
	2	Cash prizes . . . . .			
	3	Non-cash prizes . . . . .			
	4	Rent/facility costs . . . . .			
	5	Other direct expenses . . . . .			
Direct Expenses	6	Volunteer labor . . . . . <input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
	7	Direct expense summary Add lines 2 through 5 in column (d) . . . . . ▶			
	8	Net gaming income summary Combine lines 1, column d, and line 7 . . . . . ▶			

		Yes	No
9	Enter the state(s) in which the organization operates gaming activities _____		
a	Is the organization licensed to operate gaming activities in each of these states? . . . . .	9a	
b	If "No," Explain _____ _____		
10a	Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year?	10a	
b	If "Yes," Explain _____ _____		
11	Does the organization operate gaming activities with nonmembers? . . . . .	11	
12	Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? . . . . .	12	

		<b>Yes</b>	<b>No</b>
<b>13</b>	Indicate the percentage of gaming activity operated in		
<b>a</b>	The organization's facility . . . . . <b>13a</b>		
<b>b</b>	An outside facility . . . . . <b>13b</b>		
<b>14</b>	Enter the name and address of the person who prepares the organization's gaming/special events books and records		
Name ►			
Address ►			
<b>15a</b>	Does the organization have a contract with a third party from whom the organization receives gaming revenue? . . . . .	<b>15a</b>	
<b>b</b>	If "Yes," enter the amount of gaming revenue received by the organization ► \$ _____ and the amount of gaming revenue retained by the third party ► \$ _____		
<b>c</b>	If "Yes," enter name and address		
Name ►			
Address ►			
<b>16</b>	Gaming manager information		
Name ►			
Gaming manager compensation ► \$ _____			
Description of services provided ►			
<input type="checkbox"/> Director/officer <input type="checkbox"/> Employee <input type="checkbox"/> Independent contractor			
<b>17</b>	Mandatory distributions		
<b>a</b>	Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? . . . . .	<b>17a</b>	
<b>b</b>	Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$		

Schedule I  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Name of the organization  
AMERICAN CIVIL LIBERTIES UNION INC

Grants and Other Assistance to Organizations,  
Governments and Individuals in the United States

Complete if the organization answered "Yes," to Form 990, Part IV, line 21 or 22.  
▶ Attach to Form 990

OMB No 1545-0047

2009

Open to Public  
Inspection

Employer identification number  
13-3871360

Part I

General Information on Grants and Assistance

1

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

☒ Yes ☐ No

2

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

Part II

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ONE KALAMAZOO490 WEST SOUTH STREET KALAMAZOO, MI 49007	270648427	501(c)(4)	5,000				AFFILIATE PROGRAM
ACLU of Colorado400 Corona Street Denver, CO 80218	840437750	501(c)(4)	1,200				AFFILIATE PROGRAM
ACLU of Florida4500 Biscayne Blvd Suite 340 Miami, FL 33137	590883831	501(c)(4)	1,200				AFFILIATE PROGRAM
ACLU of Illinois180 N Michigan Ave Suite 2300 Chicago, IL 60601	362070060	501(c)(4)	1,200				AFFILIATE PROGRAM
ACLU OF MASSACHUSETTS 211 CONGRESS STREET BOSTON, MA 02110	041180450	501(c)(4)	1,200				AFFILIATE PROGRAM
ACLU OF MICHIGAN2966 WOODWARD AVENUE DETROIT, MI 48201	381643182	501(c)(4)	1,200				AFFILIATE PROGRAM
ACLU OF MONTANAPO BOX 1317 HELENA, MT 59624	810431527	501(c)(4)	1,200				AFFILIATE PROGRAM
ACLU OF NORTHERN CALIFORNIA39 DRUMM STREET SAN FRANCISCO, CA 94111	942151925	501(c)(4)	1,200				AFFILIATE PROGRAM
ACLU OF SOUTHERN CALIFORNIA1313 WEST 8TH STREET LOS ANGELES, CA 90017	950490250	501(c)(4)	1,200				AFFILIATE PROGRAM
ACLU OF TEXASPO BOX 12905 AUSTIN, TX 78711	760343140	501(c)(4)	1,200				AFFILIATE PROGRAM
NEW YORK CLU125 BROAD STREET 19TH FLOOR NEW YORK, NY 10004	135628799	501(c)(4)	1,200				AFFILIATE PROGRAM

2

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

0

3

Enter total number of other organizations . . . . .

11



Schedule J  
(Form 990)

Compensation Information

OMB No 1545-0047

2009

Open to Public Inspection

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

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

▶ Attach to Form 990. ▶ See separate instructions.

Name of the organization AMERICAN CIVIL LIBERTIES UNION INC	Employer identification number 13-3871360
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Part I

Questions Regarding Compensation

		Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. <div><div><input type="checkbox"/> First-class or charter travel</div><div><input type="checkbox"/> Housing allowance or residence for personal use</div><div><input type="checkbox"/> Travel for companions</div><div><input type="checkbox"/> Payments for business use of personal residence</div><div><input checked="" type="checkbox"/> Tax idemnification and gross-up payments</div><div><input type="checkbox"/> Health or social club dues or initiation fees</div><div><input type="checkbox"/> Discretionary spending account</div><div><input type="checkbox"/> Personal services (e g , maid, chauffeur, chef)</div></div>		
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain	1b	Yes
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2	Yes
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply. <div><div><input checked="" type="checkbox"/> Compensation committee</div><div><input type="checkbox"/> Written employment contract</div><div><input type="checkbox"/> Independent compensation consultant</div><div><input checked="" type="checkbox"/> Compensation survey or study</div><div><input checked="" type="checkbox"/> Form 990 of other organizations</div><div><input checked="" type="checkbox"/> Approval by the board or compensation committee</div></div>		
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization: <div><div>a Receive a severance payment or change-of-control payment?</div><div>b Participate in, or receive payment from, a supplemental nonqualified retirement plan?</div><div>c Participate in, or receive payment from, an equity-based compensation arrangement?</div></div> If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III	4a	Yes
		4b	Yes
		4c	No
5	Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9. For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of: <div><div>a The organization?</div><div>b Any related organization?</div></div> If "Yes," to line 5a or 5b, describe in Part III	5a	No
		5b	No
6	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of: <div><div>a The organization?</div><div>b Any related organization?</div></div> If "Yes," to line 6a or 6b, describe in Part III	6a	No
		6b	No
7	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	7	No
8	Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53.4958-4(a)(3)? If "Yes," describe in Part III	8	No
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9	

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

**Note.** The sum of columns (B)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
ANTHONY ROMERO	(i)	319,815	0	9,391	11,197	9,829	350,232	0
	(ii)	0	0	0	0	0	0	0
ALMA MONTCLAIR	(i)	245,113	0	20,359	88,643	9,806	363,921	0
	(ii)	0	0	0	0	0	0	0
TERENCE DOUGHERTY	(i)	204,728	0	0	7,142	9,469	221,339	0
	(ii)	0	0	0	0	0	0	0
DOROTHY M EHRLICH	(i)	278,100	0	1,065	32,995	23,312	335,472	0
	(ii)	0	0	0	0	0	0	0
EMILY TYNES	(i)	0	0	0	0	0	0	0
	(ii)	220,306	0	13,383	34,157	8,891	276,737	0
DONNA MCKAY	(i)	0	0	0	0	0	0	0
	(ii)	243,415	0	0	12,526	9,806	265,747	0
GERI ROZANSKI	(i)	0	0	0	0	0	0	0
	(ii)	212,180	0	1,231	24,782	18,407	256,600	0
STEVEN SHAPIRO	(i)	0	0	0	0	0	0	0
	(ii)	274,069	0	1,326	29,481	18,585	323,461	0
CAROLINE GREENE	(i)	0	0	0	0	0	0	0
	(ii)	189,333	10,000	0	0	22,303	221,636	0
GEORGIA ANN NOONE	(i)	154,877	0	0	7,082	28,231	190,190	0
	(ii)	0	0	0	0	0	0	0
MICHAEL MACLEOD-BALL	(i)	145,584	0	263	15,130	17,816	178,793	0
	(ii)	0	0	0	0	0	0	0
GERALDINE ENGEL	(i)	140,519	0	3,562	12,353	18,427	174,861	0
	(ii)	0	0	0	0	0	0	0
SHAWN COX	(i)	123,600	0	15,150	5,992	8,906	153,648	0
	(ii)	0	0	0	0	0	0	0
CAROLINE FREDRICKSON	(i)	117,762	0	19,806	6,961	10,757	155,286	0
	(ii)	0	0	0	0	0	0	0

Part III

Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8. Also complete this part for any additional information.

Identifier	Return Reference	Explanation
	Part I, Line 1a	GROSS-UP PAYMENTS TO EMPLOYEES WITH DOMESTIC PARTNER COVERAGE, ALL TREATED AS TAXABLE INCOME
Supplemental Information	Part III	PART I, LINE 4 INFORMATION ON FILE (QUESTIONS 4A AND 4B) - ALL OTHER REPORTABLE COMPENSATION AMOUNTS ARE INCLUDED IN PART II, COLUMN B(III)



SCHEDULE O  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Supplemental Information to Form 990

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

OMB No 1545-0047

2009

Open to Public  
Inspection

Name of the organization AMERICAN CIVIL LIBERTIES UNION INC	Employer identification number 13-3871360
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Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 6		The board members of the Organization's 50 local affiliates, the "Affiliate Voting Members," are electors, along with the Organization's board members, in the election of certain members to the organization's board Affiliate Voting Members also vote on certain proposed amendments to the organization's bylaw s and vote in favor of or against actions of the board of directors submitted to the Affiliate Voting Members by petition of the Organization's local affiliates The Organization's General Members participate in the election of the board members of the Organization's 50 local affiliates, and each local affiliate appoints one board member to the Organization's board Fifty General Members may also (i) petition the board to amend its bylaw s, w hich petition must be considered by the Organization's board and (ii) nominate individuals to run for the Organization's board
Form 990, Part VI, Section A, line 7a		See response to # 6 above Each of the Organization's 50 local affiliates appoints one board member to the Organization's board The remaining Board members are elected in an election w hose electors include the Organization's Board members and the Affiliate Voting Members
Form 990, Part VI, Section A, line 7b		See response to # 6 above The Organization's Affiliate Voting Members have the right to vote to approve certain changes to the Organization's bylaw s and vote to overturn a decision of the Organization's board that is submitted to the Affiliate Voting Members for a vote by petition of the Organization's local affiliates Under D C law , the affiliate voting members have the right to approve a decision by the board to dissolve, merge/consolidate w ith another organization or dispose or mortgage all or substantially all of the organization's assets
Form 990, Part VI, Section B, line 11		The Form 990 w as prepared by management in consultation w ith the Organization's auditors The organization's Audit Committee and its Treasurer review ed a draft of the 990 and provided comments A copy of the Form 990 w as provided to the Organization's governing body before it w as filed
Form 990, Part VI, Section B, line 12c		The Organization distributes its conflict of interest policy on an annual basis to every key employee, officer and board director and requests disclosure of any potential conflicts of interest The chief financial officer and the in-house general counsel/assistant secretary of the Organization review any disclosures made during this annual review If a matter is raised that may be a conflict of interest involving a Board member or an officer, they refer the matter to the Board President and appropriate follow up is undertaken as set forth in the policy If a matter is raised that may be a conflict of interest involving a key employee, they refer the matter to the Executive Director and appropriate follow up is undertaken as set forth in the policy Board directors, officers and Key employees also may report to the board any potential conflicts of interest that arise during the year The Organization's conflict of interest policy requires that individuals w ith conflicts of interest w ith respect to a transaction or action may not participate in the decision-making w ith respect to that transaction or action and in some circumstances may not participate in the discussion
Form 990, Part VI, Section B, line 15a		On an annual basis, the Board of the Organization review s the Executive Director's compensation No member of the board has a conflict of interest w ith respect to the compensation arrangement The board or a subcommittee thereof periodically review s comparable compensation data for other executive directors at similarly situated organizations and a compensation study The board contemporaneously documents and records in its minutes its deliberations and decisions No ACLU officer receives compensation in his/her capacity as officer Compensation of Key Employees other than the Executive Director is set by the Organization's Executive Director or the Key Employee's manager if the manager is not the Executive Director compensation data for functionally comparable positions at similar organizations is considered and decisions are contemporaneously documented
Form 990, Part VI, Section C, line 19		The Organization's Form 990 for the past three years, excluding Schedule B, is available on the Organization's website Schedule B of the Form 990 and the organization's Form 990-T is available upon request The Organization's Form 990 for the past tw o years is also available on the Guidestar website The Organization received its original exemption determination under the predecessor of Section 501(C)(4) of the Internal Revenue Code in 1928, at w hich time the FOrM 1024 did not exist The Organization's bylaw s, conflict of interest policy and its financial statements for the prior three years are available on its website The Organization's articles of incorporation are available upon request or through the District of Columbia Office of the Secretary, Department of Consumer and Regulatory Affairs



Part III

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

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

Part IV

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership
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## Part V

<b>Yes</b>	<b>No</b>
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<b>1a</b>		<b>No</b>
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<b>1b</b>		<b>No</b>
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<b>1c</b>		<b>No</b>
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<b>1d</b>		<b>No</b>
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<b>1e</b>		<b>No</b>
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<b>1f</b>		<b>No</b>
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<b>1g</b>		<b>No</b>
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<b>1h</b>		<b>No</b>
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<b>1i</b>		<b>No</b>
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<b>1i</b>		<b>No</b>

1j		No
1k		No

11	No
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1m	Yes	
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1n	Yes	
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10	Yes	
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1p	Yes	
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1a	No
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1q		No
1r		No

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(a) Name of other organization	(b) Transaction type(a-r)	(c) Amount involved
(1) ACLU FOUNDATION INC (ESTIMATED)	M	784,000
(2) ACLU FOUNDATION INC (ESTIMATED)	N	4,097,310
(3) ACLU FOUNDATION INC (ESTIMATED)	O	784,000
(4) ACLU FOUNDATION INC (ESTIMATED)	P	4,097,310
(5)		
(6)		

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

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

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