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Form 990  Department of the Treasury Internal Revenue Service	Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)	OMB No 1545-0047 2009 Open to Public Inspection
	The organization may have to use a copy of this return to satisfy state reporting requirements	

A For the 2009 calendar year, or tax year beginning 07-01-2009 and ending 06-30-2010				
B Check if applicable ☐ Address change ☐ Name change ☐ Initial return ☐ Terminated ☐ Amended return ☐ Application pending	Please use IRS label or print or type. See Specific Instructions.	C Name of organization Waukesha Ozaukee Washington Workforce Development Inc		D Employer identification number 39-1657328
		Doing Business As		E Telephone number (262) 695-7880
		Number and street (or P O box if mail is not delivered to street address) 892 Main Street No A	Room/suite	G Gross receipts \$ 6,469,600
		City or town, state or country, and ZIP + 4 Pewaukee, WI 530725809		
		F Name and address of principal officer Francisco Sanchez 892 Main Street No A Pewaukee, WI 530725809		
I Tax-exempt status ☒ 501(c) (3) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527		H(b) Are all affiliates included? ☐ Yes ☐ No If "No," attach a list (see instructions)		
J Website: ▶ www.wowwdb.org		H(c) Group exemption number ▶		
K Form of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶		L Year of formation 1990	M State of legal domicile WI	

Part I		Summary		
Activities & Governance	1	Briefly describe the organization's mission or most significant activities The Corporation is dedicated to providing the highest quality and most effective workforce development services as needed by the residents and businesses in Waukesha, Ozaukee, and Washington Counties		
	2	Check this box ☒ if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3	Number of voting members of the governing body (Part VI, line 1a)	3 _____	
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4 _____	
	5	Total number of employees (Part V, line 2a)	5 _____ 30	
	6	Total number of volunteers (estimate if necessary)	6 _____	
	7a	Total gross unrelated business revenue from Part VIII, column (C), line 12	7a _____	
	b	Net unrelated business taxable income from Form 990-T, line 34	7b _____	
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year 4,928,939	Current Year 6,252,949
	9	Program service revenue (Part VIII, line 2g)	483,457	205,577
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	17,233	11,074
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	5,429,629	6,469,600
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,720,500	2,673,396
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	1,809,348	2,016,051
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
	b	Total fundraising expenses (Part IX, column (D), line 25) ☒ 149,777		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	1,929,482	1,941,363
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	5,459,330	6,630,810
	19	Revenue less expenses Subtract line 18 from line 12	-29,701	-161,210
Net Assets or Fund Balances			Beginning of Current Year	End of Year
	20	Total assets (Part X, line 16)	1,754,679	1,473,136
	21	Total liabilities (Part X, line 26)	1,166,101	1,045,768
	22	Net assets or fund balances Subtract line 21 from line 20	588,578	427,368

Part II		Signature Block			
Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge				
	***** Signature of officer			2011-02-10 Date	
	Ralph Szewczykowski Secretary/Treasurer Type or print name and title				
Paid Preparer's Use Only	Preparer's signature Jean Christensen		Date 2011-02-10	Check if self-employed ☒	Preparer's identifying number (see instructions)
	Firm's name (or yours if self-employed), address, and ZIP + 4 WIPFLI LLP PO BOX 8700 MADISON, WI 537088700			EIN	
				Phone no (608) 274-1980	

Part III

Statement of Program Service Accomplishments

1

Briefly describe the organization’s mission

The Corporation is dedicated to providing the highest quality and most effective workforce development services as needed by the residents and businesses in Waukesha, Ozaukee, and Washington Counties

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 \$ 1,687,413 including grants of \$ 369,367) (Revenue \$)

Workforce Investment Act (WIA) Dislocated Worker Program - Provide preparatory and occupational training as well as client assessment, case management and job referral services to about 1,413 targeted applicants meeting program eligibility requirements in the three-county service delivery area covered by the organization Special response grant activities also include presentations to groups of workers facing layoff when grant specific businesses close or have a large downsizing of their workforces Special response activities occurred in the manufacturing, healthcare, printing and financial industries

4b

(Code) (Expenses \$ 2,385,501 including grants of \$ 1,730,144) (Revenue \$)

WIRED Initiative - The \$5 1 million Workforce Innovation in Regional Economic Development (WIRED) Initiative was a three year effort to grow talent, improve workforce development services, and catalyze the integration of workforce and economic development The Initiative ran from 2007 through June 30, 2010 in the seven county region of Southeastern Wisconsin, which includes Waukesha, Washington, Ozaukee, Milwaukee, Kenosha, Racine, and Walworth counties Waukesha-Ozaukee-Washington Workforce Development Inc served as the fiscal and administrative agent for this initiative, which involved partnership with many organizations and individuals representing education, economic, workforce and community development WOW WDI had one staff person dedicated to monitoring subcontracts that were issued through the Initiative By and throughout 2009, investments were made in a litany of projects to change workforce development in Southeastern Wisconsin By the start of 2009, thirty-four investments had been made through the first and second rounds of the Innovation Fund and a number of transformation investments were also underway By the end of the Initiative, the Southeastern Wisconsin WIRED Innovation Fund made awards to forty-six (46) diverse and varied projects in three tiers from April of 2008 through August 2009 Thirteen (13) WIRED investments also supported transformation and priority projects including (1) Research-Related Priorities, (2) Data System-Related Priorities, and (3) Talent Development Priorities for Driver Industries WIRED invested in seeds of transformation in a number of areas For example, some WIRED projects created career pathways and bridges to career pathways, like the Milwaukee SOLAR program, Industrial Machine Repair Bootcamp, Pre-College Capacity Building Project, and Articulation Agreement Taskforce Other WIRED projects promoted education innovation such as Science Technology Engineering Art & Math (STEAM), BizLearn, Opening Doors, and On Ramp Many also provided Southeastern Wisconsin workers and youth with opportunities to build skills and improve their employability through innovative training like THINK Insurance and Running Rebels Project-Based Training A total of 406 individuals enrolled in pre-vocational or cross-industry skill training, and 255 people enrolled in technical training in order to improve their skills and enhance their employability In addition to helping individuals, many WIRED funded training innovations built the capacity of organizations to deliver better workforce solutions again and again For example, several projects funded new curriculum and/or instructor training which expanded the capacity of the region to educate in the future In fact, WIRED funded curricula innovations will reach over 1,000 students in 2011 In the end, the three year WIRED Initiative supported a series of projects, activities, and efforts that have improved the workforce pipeline and the alignment of workforce and economic development in Southeastern Wisconsin

4c

(Code) (Expenses \$ 621,696 including grants of \$ 85,234) (Revenue \$)

Workforce Investment Act (WIA) Youth Program - Provide preparatory and occupational training as well as client assessment, case management and job referral services to about 275 targeted applicants meeting program eligibility requirements in the three-county service delivery area covered by the organization Also operate the Summer Youth Work Experience program which started in June 2009 and would eventually provide subsidized employment to 250 youth in the three-county service delivery area

4d

Other program services (Describe in Schedule O) See also Additional Data for Description

(Expenses \$ 1,243,217 including grants of \$ 420,939) (Revenue \$ 205,577)

4e

Total program service expenses \$ 5,937,827

Part IV Checklist of Required Schedules

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

Part IV

Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21	Yes	
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	Yes	
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		No
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	Section 501(c)(3) and 501(c)(4) organizations. 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	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. 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	1a24	1cYes	
	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?				
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	2a306	2bYes	
	b			
If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: 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	No
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		3b	
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: See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a	No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b	No
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		5c	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?		6a	No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b	
7 Organizations that may receive deductible contributions under section 170(c).				
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a	No
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	No
d	If "Yes," indicate the number of Forms 8282 filed during the year		7d	
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e	No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f	No
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		7g	
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		7h	
8 Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8	
9 Sponsoring organizations maintaining donor advised funds.				
a	Did the organization make any taxable distributions under section 4966?		9a	
b	Did the organization make a distribution to a donor, donor advisor, or related person?		9b	
10 Section 501(c)(7) organizations. Enter				
a	Initiation fees and capital contributions included on Part VIII, line 12		10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		10b	
11 Section 501(c)(12) organizations. Enter				
a	Gross income from members or shareholders		11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)		11b	
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?			12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		12b	

Part VI

Governance, Management, and Disclosure

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

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body	1a	7	
b	Enter the number of voting members that are independent	1b	7	
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		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		No
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		No
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		No
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	10b		
11	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11	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	Yes	
	If "Yes" to line a or b, describe the process in Schedule O (See instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed▶WI
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you make these available. Check all that apply. ☒ Own website ☐ Another's website ☒ 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 ▶ Ralph Szewczykowski 892 Main Street Suite A Pewaukee, WI 53702 (262) 695-7891

Part VII

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

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

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

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

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

(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			
John Heyer Chairperson	1.00	X		X				0	0	0
Robert Blair Vice-Chairperson	1.00	X		X				0	0	0
Marc Jorgensen board member	1.00	X						0	0	0
Don Rouse board member	1.00	X						0	0	0
Dorothy Thompson board member	1.00	X						0	0	0
Mary Wehrheim board member	1.00	X						0	0	0
Sandy Wirth board member	1.00	X						0	0	0
Francisco Sanchez Executive Director	40.00			X				111,933	0	18,565
Ralph Szewczykowski Secretary/Treasurer	40.00			X				60,816	0	20,389

1b	Total	172,749	0	38,954
----	-------	---------	---	--------

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization1

		Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
4	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>		No
5	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
	Organizational Design Corporation 8119 Chestnut Street Wauwatosa, WI 53213	Wired Grant Coordination, Planning	122,775
2	Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization1		

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	6,252,949				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f					
	g	Noncash contributions included in lines 1a-1f \$ _____						
	h	Total. Add lines 1a-1f			6,252,949			
Program Service Revenue			Business Code					
	2a	job center operations	900,099	141,730	141,730			
	b	Fee Based Services (Jo	900,099	35,882	35,882			
	c	WAJTE/WWDA ASSOCIATION	900,099	27,965	27,965			
	d							
	e							
	f	All other program service revenue						
	g	Total. Add lines 2a-2f			205,577			
Other Revenue	3	Investment income (including dividends, interest and other similar amounts)		11,074			11,074	
	4	Income from investment of tax-exempt bond proceeds . . .						
	5	Royalties						
	6a	(i) Real		(ii) Personal				
	b	Less rental expenses						
	c	Rental income or (loss)						
	d	Net rental income or (loss)						
	7a	(i) Securities		(ii) Other				
	b	Less cost or other basis and sales expenses						
	c	Gain or (loss)						
	d	Net gain or (loss)						
	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								
b								
c								
d	All other revenue							
e	Total. Add lines 11a-11d							
12	Total revenue. See Instructions			6,469,600	205,577	0	11,074	

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	2,605,684	2,605,684		
2	Grants and other assistance to individuals in the U S See Part IV, line 22	67,712	67,712		
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	182,292		182,292	
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	1,360,937	1,164,974	123,409	72,554
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	81,417	47,391	29,455	4,571
9	Other employee benefits	276,875	183,572	78,277	15,026
10	Payroll taxes	114,530	80,299	28,648	5,583
11	Fees for services (non-employees)				
a	Management				
b	Legal	550		550	
c	Accounting	17,850		17,850	
d	Lobbying				
e	Professional fundraising See Part IV, line 17				
f	Investment management fees				
g	Other	366,919	365,519	1,400	
12	Advertising and promotion	27,274	3,806	1,582	21,886
13	Office expenses	92,912	76,120	12,679	4,113
14	Information technology	560	560		
15	Royalties				
16	Occupancy	187,867	145,301	32,123	10,443
17	Travel	45,933	35,816	8,981	1,136
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	44,196	34,232	9,332	632
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	2,987	2,987		
23	Insurance	37,123	28,587	8,222	314
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	ita's (Tuition, books,	948,740	948,740		
b	on-the-job training pro	115,267	115,267		
c	Labor Market Informatio	15,000	15,000		
d	Job Fairs/Specialized r	13,519			13,519
e	Dues/membership fees	7,470	842	6,628	
f	All other expenses	17,196	15,418	1,778	
25	Total functional expenses. Add lines 1 through 24f	6,630,810	5,937,827	543,206	149,777
26	Joint costs. Check here ☐ 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			70,104	1	117,588
	2	Savings and temporary cash investments			647,747	2	499,725
	3	Pledges and grants receivable, net			988,531	3	797,974
	4	Accounts receivable, net				4	
	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			36,857	9	47,170
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	164,516			
	b	Less: accumulated depreciation	10b	164,516	0	10c	0
	11	Investments—publicly traded securities				11	
	12	Investments—other securities. See Part IV, line 11				12	
	13	Investments—program-related. See Part IV, line 11				13	
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11			11,440	15	10,679
	16	Total assets. Add lines 1 through 15 (must equal line 34)			1,754,679	16	1,473,136
Liabilities	17	Accounts payable and accrued expenses			1,154,798	17	1,045,768
	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			11,303	25	0
	26	Total liabilities. Add lines 17 through 25			1,166,101	26	1,045,768
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.						
	27	Unrestricted net assets			588,578	27	427,368
	28	Temporarily restricted net assets				28	
	29	Permanently restricted net assets				29	
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.						
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			588,578	33	427,368
	34	Total liabilities and net assets/fund balances			1,754,679	34	1,473,136

Part XI Financial Statements and Reporting

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

SCHEDULE A

(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

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

OMB No 1545-0047

2009

Open to Public
Inspection

Name of the organization Waukesha Ozaukee Washington Workforce Development Inc	Employer identification number 39-1657328
--	--

Part I

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

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

- 1

☐

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

☐

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

☐

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

☐

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

☐

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

☐

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

☒

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

☐

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

☐

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

☐

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

☐

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

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - Other
- e

☐

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

☐

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

☐

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

(i)

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

(ii)

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

(iii)

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

☐

Provide the following information about the supported organization(s)

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

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

Part II

Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	3,865,520	3,131,880	3,059,293	4,928,939	6,252,949	21,238,581
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	3,865,520	3,131,880	3,059,293	4,928,939	6,252,949	21,238,581
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public Support. Subtract line 5 from line 4						21,238,581

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
7 Amounts from line 4	3,865,520	23,344	3,059,293	4,928,939	6,252,949	21,238,581
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	11,277	23,344	27,111	17,233	11,074	90,039
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income (Explain in Part IV) Do not include gain or loss from the sale of capital assets	204,746	267,950	226,130	483,457	205,577	1,387,860
11 Total support (Add lines 7 through 10)						22,716,480
12 Gross receipts from related activities, etc (See instructions)					12	1,387,860
13 First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here						

Section C. Computation of Public Support Percentage

14 Public Support Percentage for 2009 (line 6 column (f) divided by line 11 column (f))	14	93 490 %
15 Public Support Percentage for 2008 Schedule A, Part II, line 14	15	93 230 %
16a 33 1/3% support test—2009. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		
b 33 1/3% support test—2008. If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		
17a 10%-facts-and-circumstances test—2009. If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization		
b 10%-facts-and-circumstances test—2008. If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization		
18 Private Foundation If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions		

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

Section A. Public Support

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

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
9Amounts from line 6						
10aGross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
bUnrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
cAdd lines 10a and 10b						
11Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13Total support (Add lines 9, 10c, 11 and 12.)						
14First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here						

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

17Investment income percentage for 2009 (line 10c column (f) divided by line 13 column (f))	17	
18Investment income percentage from 2008 Schedule A, Part III, line 17	18	
19a33 1/3% support tests—2009. If the organization did not check the box on line 14, and line 15 is more than 33 1/3% and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization		
b33 1/3% support tests—2008. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization		
20Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions		

Part IV

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

Additional Data

Software ID:**Software Version:****EIN:** 39-1657328

Name: Waukesha Ozaukee Washington
Workforce Development Inc

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

4d. Other program services				
(Code	) (Expenses \$	301,433	including grants of \$	95,433) (Revenue \$
Workforce Investment Act (WIA) Adult Program - Provide preparatory and occupational training as well as client assessment, case management and job referral service to about 280 targeted applicants meeting program eligibility requirements in the three-county service delivery area covered by the organization				
(Code	) (Expenses \$	941,784	including grants of \$	325,506) (Revenue \$
Other				

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
ita's (Tuition, books,	948,740	948,740		
on-the-job training pro	115,267	115,267		
Labor Market Informatio	15,000	15,000		
Job Fairs/Specialized r	13,519			13,519
Dues/membership fees	7,470	842	6,628	

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 Waukesha Ozaukee Washington Workforce Development Inc	Employer identification number 39-1657328
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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? YesNo	
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 YesNo	

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)

☐ Preservation of land for public use (e g , recreation or pleasure)

☐ Preservation of an historically importantly land area

☐ Protection of natural habitat

☐ Preservation of a certified historic structure

☐ 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

	Held at the End of the Year
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?

YesNo

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)?

YesNo

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

► \$

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

Cat No 52283D

Schedule D (Form 990) 2009

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				
b	Contributions				
c	Investment earnings or losses				
d	Grants or scholarships				
e	Other expenditures for facilities and programs				
f	Administrative expenses				
g	End of year balance				

2

Provide the estimated percentage of the year end balance held as

a

Board designated or quasi-endowment ▶ %

b

Permanent endowment ▶ %

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

3a(i)

☐

☐

(ii)

related organizations

3a(ii)

☐

☐

b

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

3b

☐

☐

4

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

Part VI

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

Description of investment	(a) Cost or other basis (investment)	(b)Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		164,516	164,516	0
e Other				0
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				0

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)	16,469,600
2	Total expenses (Form 990, Part IX, column (A), line 25)	6,630,810
3	Excess or (deficit) for the year Subtract line 2 from line 1	-161,210
4	Net unrealized gains (losses) on investments	
5	Donated services and use of facilities	
6	Investment expenses	
7	Prior period adjustments	
8	Other (Describe in Part XIV)	
9	Total adjustments (net) Add lines 4 - 8	0
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	-161,210

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return		
1	Total revenue, gains, and other support per audited financial statements	16,551,190
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12	
a	Net unrealized gains on investments	2a
b	Donated services and use of facilities	2b81,590
c	Recoveries of prior year grants	2c
d	Other (Describe in Part XIV)	2d
e	Add lines 2a through 2d	2e81,590
3	Subtract line 2e from line 1	36,469,600
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	4c0
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	56,469,600

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return		
1	Total expenses and losses per audited financial statements	16,712,400
2	Amounts included on line 1 but not on Form 990, Part IX, line 25	
a	Donated services and use of facilities	2a81,590
b	Prior year adjustments	2b
c	Other losses	2c
d	Other (Describe in Part XIV)	2d
e	Add lines 2a through 2d	2e81,590
3	Subtract line 2e from line 1	36,630,810
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	4c0
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	56,630,810

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 X	Description of Uncertain Tax Positions Under FIN 48	WOW WD, Inc. and TPI adopted ASC Topic 740-10, Accounting for Uncertainty in Income Taxes, on July 1, 2009. ASC Topic 740-10 requires an organization to determine whether it is more likely than not that a tax position will be sustained upon examination on the technical merits of the position assuming the taxing authority has full knowledge of all information. If the tax position does not meet the more likely than not recognition threshold, the benefit of that position is not recognized in the financial statements. There are no recorded assets or liabilities related to uncertain tax positions. Tax returns for the fiscal years ended June 2007, 2008, and 2009 remain subject to examination by the applicable taxing authorities.

Schedule I
(Form 990)

Department of the Treasury
Internal Revenue Service

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

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

OMB No 1545-0047

2009

Open to Public
Inspection

Name of the organization
Waukesha Ozaukee Washington
Workforce Development Inc

Employer identification number
39-1657328

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
See Additional Data Table							

2

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

15

3

Enter total number of other organizations

22

Software ID:

Software Version:

EIN: 39-1657328

Name: Waukesha Ozaukee Washington
Workforce Development Inc

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(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
Kaiser Group Inc237 South Street WAUKESHA, WI 53186	39-1354364		386,454				Case Management ServicesWIRED Demonstration Project
GATEWAY TECHNICAL COLLEGE3520 30th Ave kenosha, WI 53144	39-6002792		134,571				WIRED Exploratory ProjectWIRED Demonstration Project
WISCONSIN AFL-CIO LETC 1900 Center Ave janesville, WI 53546	39-1852871	501(c)(3)	80,104				Case Management Services
WAUKESHA COUNTY TECHNICAL COLLEGE800 main street pewaukee, WI 53072	39-6005054		161,149				Participant Assessment ServicesWIRED Exploratory ProjectGreen Manufacturing Sector Strategies Project
MILWAUKEE AREA TECHNICAL COLLEGE700 w state street milwaukee, WI 53233	39-6003459		58,472				Computer Training ServicesMSSC Expansion ProjectGreen Manufacturing Sector Strategies Project
MILWAUKEE AREA WORKFORCE INVESTMENT BOARD INC2338 N 27th Street milwaukee, WI 53210	39-1636835	501(c)(3)	149,833				WIRED Demonstration ProjectWIRED Transformation Investment ProjectWIRED Planning Capacity Project
LA CASA DE ESPERANZA INC410 ARCADIAN AVENUE WAUKESHA, WI 53186	39-1144446	501(c)(3)	140,444				YouthBuild/Building Futures Project
MILWAUKEE PUBLIC SCHOOLSPO BOX 2181 5225 W VLIET STREET ROOM 29 milwaukee, WI 53201	39-6003457		63,054				WIRED Exploratory ProjectWIRED Building the Water Generation Project
WISCONSIN FOUNDATION FOR INDEPENDENT COLLEGES INC4425 N Port Washington Rd Ste 402 milwaukee, WI 53212	39-6068752	501(c)(3)	82,785				WIRED Exploratory ProjectWIRED Implementation Project
ENGINEERS & SCIENTISTS OF MILWAUKEE INC1300 W Canal Street Ste 200 milwaukee, WI 53233	39-0854863	501(c)(3)	5,177				WIRED Exploratory Project

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(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
RUNNING REBELS COMMUNITY ORGANIZATION1300A W FOND DU LAC AVENUE milwaukee, WI 53205	39-3910464	501(c)(3)	10,310				WIRED Exploratory Project
HANSON DODGE CREATIVE220 E BUFFALO STREET milwaukee, WI 53202	39-5720192		8,084				WIRED Exploratory Project
DISCOVERY WORLD LTD 500 N HARBOR DRIVE Milwaukee, WI 53202	39-1691578		34,500				WIRED Exploratory Project
WEST MICHIGAN TEAMPO BOX 68553 Grand Rapids, MI 49516	20-8873170	501(c)(3)	120,864				WIRED Demostration Project
JOBS FOR THE FUTURE INC 88 Broad Street 8th Floor Boston, MA 02110	06-1164568	501(c)(3)	30,000				WIRED Demonstration Project
OMNI RESOURCES INC155 S Executive Drive Ste 216 Brookfield, WI 53005	39-1480580		129,500				WIRED Transformation Investment Priority Project
CROWE HORWATH LLPPO BOX 145145 cincinnati, OH 45250	35-0921680		49,850				WIRED Transformation Investment Priority Project
UNIVERSITY OF WISCONSIN - WHITEWATER800 West Main Street whitewater, WI 53190	39-1805963		29,375				WIRED Building the Water Generation Project
SYZYGY50 LLC4202 Esch Lane Madison, WI 53704	80-0505256		18,930				WIRED WIB Planning Project
PUBLIC POLICY FORUM INC633 West Wisconsin Avenue Ste 406 Milwaukee, WI 53203	39-0210040	501(c)(3)	28,695				WIRED Regional Prosperity Index Project

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(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
THE OZAUKEE WASHINGTON LAND TRUST INC141 N Main Street Ste 209 West Bend, WI 53202	39-1741288		8,634				Summer Youth Work Program Crew Leaders
MILWAUKEE DEVELOPMENT CORPORATION756 N Milwaukee Street Ste 400 Milwaukee, WI 53202	39-1680843		24,000				WIRED CEO Water Industry Call Program
MORaine PARK TECHNICAL COLLEGE235 N National Avenue Fond Du Lac, WI 54935	39-1088212		19,442				Green Manufacturing Sector Strategies Project
RACINE COUNTY HUMAN SERVICES DEPT1717 Taylor Avenue Racine, WI 53403	39-6005734	115	134,120				WIRED Transformation Investment Project
VOLLRATH ASSOCIATES INC839 North Jefferson Street Ste 502 Milwaukee, WI 53202	39-1338942		32,785				WIRED Results Story Report Project
SECOND CHANCE PARTNERS FOR EDUCATION INC892 MAIN STREET Ste E pewaukee, WI 53072	39-1667442	501(c)(3)	9,648				WIRED Exploratory Project
UNIVERSITY OF WISCONSIN - PARKSIDE 900 WOOD STREET BOX 2000 kenosha, WI 53141	39-1805963		139,911				WIRED Exploratory ProjectWIRED Building the Water Generation Project
UNIVERSITY OF WISCONSIN - MILWAUKEE 161 W WISCONSIN AVENUE Ste 6000 milwaukee, WI 53203	39-1805963		53,934				WIRED Exploratory ProjectWIRED Building the Water Generation Project
SCHOOL PERCEPTIONS LLC321 E WASHINGTON STREET slinger, WI 53086	68-0524175		11,108				WIRED Exploratory Project
COOPERATIVE EDUCATIONAL SERVICE AGENCY NO 119601 W BLUEMOUND ROAD Ste 200 brookfield, WI 53045	39-1486902		62,526				WIRED Demonstration Projects

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(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
WISCONSIN REGIONAL TRAINING PARTNERSHIP INC3841 W WISCONSIN AVENUE milwaukee, WI 53208	39-1838210	501(c)(3)	17,500				WIRED Demonstration Projects
BIZSTARTS MILWAUKEE INC CO MILWAUKEE ECONOMIC DEVELOPMENT CORP809 N BROADWAY milwaukee, WI 53202	29-1766033	501(c)(3)	151,575				WIRED Demonstration ProjectsWIRED Implementation Project
SPOTTED EAGLE INC3134 W STATE STREET milwaukee, WI 53218	39-1213607	501(c)(3)	39,103				WIRED Implementation Project
SPREENKLER LLC1340 NORTH 6TH STREET milwaukee, WI 53212	26-3433299		56,547				WIRED Implementation Project
ECONOMIC MODELING SPECIALISTS INC1187 ALTURAS DRIVE moscow, ID 83843	84-1387687		52,518				WIRED Transformation Investment Project
UNIVERSITY OF WISCONSIN - MILWAUKEE GRADUATE SCHOOLPO BOX 340 milwaukee, WI 53201	39-1805963		17,747				WIRED Transformation Investment Project
KENOSHA COUNTY8600 SHERIDAN ROAD Ste 100 kenosha, WI 53143	39-6005707	115	42,747				WIRED Planning Capacity Project

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

Waukesha Ozaukee Washington Workforce Development Inc

Employer identification number

39-1657328

Identifier	Return Reference	Explanation
Form 990, Part III, line 2	New Program Services	FORM 990, PART III, LINE 2 THE YOUTHBUILD GRANT FUNDS OUR BUILDING FUTURES PROJECT WHICH PROVIDES DISADVANTAGED OLDER YOUTH WITH AN OPPORTUNITY TO EARN A GED, HIGH SCHOOL EQUIVALENCY, OR HIGH SCHOOL DIPLOMA, OCCUPATIONAL SKILLS IN CONSTRUCTION, INDUSTRY RECOGNIZED CERTIFICATE(S), AND LEADERSHIP SKILLS WHILE ENGAGED IN COMMUNITY SERVICE PROJECTS THERE ARE A TOTAL OF 67 STUDENTS IN THE PROGRAM
Form 990, Part III, line 3	Changes in Program Services	FORM 990, PART III, LINE 3 THE WORKFORCE INNOVATION IN REGIONAL ECONOMIC DEVELOPMENT (WIRED) GRANT PROGRAM, WHICH OPERATED FROM 5/1/2006 - 5/30/2010 WAS CONCLUDED
Form 990, Part VI, Section B, line 11		FORM 990 AND ALL SCHEDULES AND ATTACHMENTS WERE MAILED TO THE BOARD OF DIRECTORS A WEEK PRIOR TO THE SPECIAL MEETING CONDUCTED FOR THE REVIEW AND APPROVAL OF FORM 990 AT THE MEETING (WHICH WAS CONDUCTED VIA TELECONFERENCE), THE FORM WAS DISCUSSED, ALL QUESTIONS BY THE BOARD WERE ADDRESSED AND APPROVAL WAS GIVEN TO THE CONTROLLER TO FILE THE FORM
Form 990, Part VI, Section B, line 12c		THE POLICY IS DEFINED IN THE ORGANIZATION'S EMPLOYEE HANDBOOK WHICH IS GIVEN TO EVERY NEW EMPLOYEE DURING NEW EMPLOYEE ORIENTATION ALL POLICIES INCLUDED IN THE HANDBOOK ARE CONVERED ALL EMPLOYEES ARE RESPONSIBLE FOR KNOWING AND COMPLYING WITH ALL COMPANY POLICIES, AND SUPERVISORY STAFF ARE RESPONSIBLE FOR MONITORING COMPLIANCE OF THE THEIR STAFF WITH COMPANY POLICIES IN ADDITION, THE CONFLICT OF INTEREST POLICY IS DISTRIBUTED ANNUALLY TO ALL DIRECTORS, OFFICERS AND EMPLOYEES AND A CONFLICT OF INTEREST DISCLOSURE STATEMENT IS REQUIRED TO BE COMPLETED
Form 990, Part VI, Section B, line 15		THE PRESIDENT ANNUALLY SUBMITS A DETAILED SUMMARY OF HIS AND THE CORPORATION'S OVERALL ACCOMPLISHMENTS DURING THE YEAR TO THE BOARD'S PERSONNEL COMMITTEE THE PERSONNEL COMMITTEE IS COMPRISED OF THREE BOARD MEMBERS ALL OF THE CURRENT COMMITTEE MEMBERS ARE BUSINESS OWNERS IN THE CORPORATION'S SERVICE DELIVERY AREA THE COMMITTEE MEMBERS ONLY MEET IN A CLOSED SESSION TO REVIEW AND DISCUSS THE SUMMARY OF ACCOMPLISHMENTS AN EVALUATION SCORECARD WHICH INCLUDES NUMERICAL SCORING IN SIX KEY EVALUATION CRITERIA AREAS AND RELATED WRITTEN COMMENTS IS PREPARED WHEN THEIR DELIBERATIONS ARE CONCLUDED, THE PRESIDENT IS CALLED IN TO THE MEETING TO DISCUSS THE COMMITTEE'S DECISIONS AND HAVE HIS COMPENSATION SET FOR THE NEXT FISCAL YEAR THIS COMMITTEE MEETS IN JUNE OF THE CURRENT FISCAL YEAR EVERY YEAR FOR THIS PURPOSE THE SECRETARY/TREASURER'S (CONTROLLER) COMPENSATION IS SET BY THE PRESIDENT ANNUALLY AFTER AN EVALUATION FORM HAS BEEN PREPARED BY THE CONTROLLER THE PRESIDENT MEETS WITH THE CONTROLLER TO DISCUSS THE FORM, COMPLETE THE EVALUATION RATING SECTION, SIGN IT AND FILE IT IN THE CONTROLLER'S PERSONNEL FILE
Form 990, Part VI, Section C, line 19		Documents are available to the public upon written request
		Form 990, Part XI, Line 2c AN AUDIT SERVICES REQUEST FOR PROPOSAL IS PERPARED EVERY THREE YEARS BY THE CHAIRPERSON OF THE STATEWIDE FISCAL GROUP THIS GROUP IS COMPRISED OF FISCAL STAFF FROM SIMILAR ORGANIZATIONS AROUND THE STATE A COMMITTEE IS APPOINTED TO REVIEW AND EVALUATE RESPONSES TO THE REQUEST FOR PROPOSAL AND PUBLISH A LIST OF APPROVED AUDIT VENDORS WITH WHICH TO CONTRACT THE PRESIDENT AND CONTROLLER SELECT AN AUDIT FIRM FROM THIS LIST TO CONTRACT WITH FOR OUR REQUIRED ANNUAL FINANCIAL AND COMPLIANCE AUDIT

Related Organizations and Unrelated Partnerships

OMB No 1545-0047

2009

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

Name of the organization
Waukesha Ozaukee Washington
Workforce Development Inc

Employer identification number

39-1657328

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

(a)
Name, address, and EIN of disregarded entity

(b)
Primary activity

(c)
Legal domicile (state
or foreign country)

(d)
Total income

(e)
End-of-year assets

(f)
Direct controlling
entity

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

(a)
Name, address, and EIN of related organization

(b)
Primary activity

(c)
Legal domicile (state
or foreign country)

(d)
Exempt Code section

(e)
Public charity status
(if section 501(c)(3))

(f)
Direct controlling
entity

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
Training Partners Inc 892 Main Street Suite A Pewaukee, WI53072 39-1768580	Staffing Service (Inactive)	WI	waukesha-ozaukee- washington workforce development inc	C	-25	2,324	100 000 %

Part V

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

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

1

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

a

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

b

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

c

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

d

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

e

Loans or loan guarantees by other organization(s)

f

Sale of assets to other organization(s)

g

Purchase of assets from other organization(s)

h

Exchange of assets

i

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

j

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

k

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

l

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

m

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

n

Sharing of paid employees

o

Reimbursement paid to other organization for expenses

p

Reimbursement paid by other organization for expenses

q

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

r

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

Yes

No

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

1l

1m

1n

1o

1p

1q

1r

No

No

No

No

No

No

No

No

No

No

No

No

Yes

No

No

No

No

No

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

	(a) Name of other organization	(b) Transaction type(a-r)	(c) Amount involved
(1)	Training Partners Inc	M	0
(1)	See Additional Data Table		
(2)			
(3)			
(4)			
(5)			
(6)			

Schedule R (Form 990) 2009

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

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

(a) 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