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Form **990-EZ**Department of the Treasury
Internal Revenue Service**Short Form**
Return of Organization Exempt From Income TaxUnder section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code
(except black lung benefit trust or private foundation)

- Sponsoring organizations of donor advised funds and controlling organizations as defined in section 512(b)(13) must file Form 990. All other organizations with gross receipts less than \$500,000 and total assets less than \$1,250,000 at the end of the year may use this form.
- The organization may have to use a copy of this return to satisfy state reporting requirements.

OMB No 1545-1150

2009**Open to Public Inspection****A** For the 2009 calendar year, or tax year beginning **July 1**, 2009, and ending **June 30**, 20 **10****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**Vulcan Employee Development Association**

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

1200 Urban Center Drive

City or town, state or country, and ZIP + 4

Birmingham, AL 35242-2545**D** Employer identification number**582063169****E** Telephone number**205-298-3580****F** Group Exemption Number

►

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

G Accounting Method ☒ Cash ☐ Accrual
Other (specify) ►**I** Website: ►**J** Tax-exempt status (check only one) — ☒ 501(c) (4) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527**H** Check ☐ if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF)**K** Check ☐ if the organization is not a section 509(a)(3) supporting organization and its gross receipts are normally not more than \$25,000. A Form 990-EZ or Form 990 return is not required, but if the organization chooses to file a return, be sure to file a complete return.**L** Add lines 5b, 6b, and 7b, to line 9 to determine gross receipts, if \$500,000 or more, file Form 990 instead of Form 990-EZ. \$**Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances** (See the instructions for Part I.)

Revenue	1	Contributions, gifts, grants, and similar amounts received	1	32,312
	2	Program service revenue including government fees and contracts	2	0
	3	Membership dues and assessments	3	27,818
	4	Investment income	4	10
	5a	Gross amount from sale of assets other than inventory	5a	
	b	Less: cost or other basis and sales expenses	5b	
	c	Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c	
	6	Special events and activities (complete applicable parts of Schedule G) If any amount is from gaming, check here ☐		
	a	Gross revenue (not including \$ of contributions reported on line 1)	6a	11,898
b	Less: direct expenses other than fundraising expenses	6b	5,655	
c	Net income or (loss) from special events and activities (Subtract line 6b from line 6a)	6c	6,243	
7a	Gross sales of inventory, less returns and allowances	7a		
b	Less: cost of goods sold	7b		
c	Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c		
8	Other revenue (describe ►)	8		
9	Total revenue. Add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8	9	66,383	
Expenses	10	Grants and similar amounts paid (attach schedule) <i>See Attachment A.</i>	10	6,710
	11	Benefits paid to or for members	11	
	12	Salaries, other compensation, and employee benefits	12	
	13	Professional fees and other payments to independent contractors	13	
	14	Occupancy, rent, utilities, and maintenance	14	
	15	Printing, publications, postage, and shipping	15	
	16	Other expenses (describe ► <i>See Attachment A</i>)	16	73,671
	17	Total expenses. Add lines 10 through 16	17	80,381
Net Assets	18	Excess or (deficit) for the year (Subtract line 17 from line 9)	18	(13,998)
	19	Net assets or fund balances at beginning of year (from line 20, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	31,766
	20	Other changes in net assets or fund balances (attach explanation)	20	
	21	Net assets or fund balances at end of year. Combine lines 18 through 20	21	17,768

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

(See the instructions for Part II)

	(A) Beginning of year	(B) End of year
22 Cash, savings, and investments	31,766	22 17,768
23 Land and buildings		23
24 Other assets (describe ►)		24
25 Total assets	31,766	25 17,768
26 Total liabilities (describe ►)		26
27 Net assets or fund balances (line 27 of column (B) must agree with line 21)	31,766	27 17,768

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

Cat No 106421

Form **990-EZ** (2009)

14 95-13

Expenses

(Required for section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts, optional for others)

(Required for section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts, optional for others)

28	See Attachment A & B		
	(Grants \$) If this amount includes foreign grants, check here ▶ ☐	28a	
29			
	(Grants \$) If this amount includes foreign grants, check here ▶ ☐	29a	
30			
	(Grants \$) If this amount includes foreign grants, check here ▶ ☐	30a	
31	Other program services (attach schedule)		
	(Grants \$) If this amount includes foreign grants, check here ▶ ☐	31a	
32	Total program service expenses (add lines 28a through 31a) ▶	32	

[illegible]

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

	Yes	No
33 Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity	33	☒
34 Were any changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the changes	34	☒
35 If the organization had income from business activities, such as those reported on lines 2, 6a, and 7a (among others), but not reported on Form 990-T, attach a statement explaining why the organization did not report the income on Form 990-T.		
a Did the organization have unrelated business gross income of \$1,000 or more or was it subject to section 6033(e) notice, reporting, and proxy tax requirements?	35a	☒
b If "Yes," has it filed a tax return on Form 990-T for this year?	35b	
36 Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N	36	☒
37a Enter amount of political expenditures, direct or indirect, as described in the instructions. ▶ 37a _____		
b Did the organization file Form 1120-POL for this year?	37b	☒
38a Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the period covered by this return?	38a	☒
b If "Yes," complete Schedule L, Part II and enter the total amount involved	38b	
39 Section 501(c)(7) organizations. Enter:		
a Initiation fees and capital contributions included on line 9	39a	
b Gross receipts, included on line 9, for public use of club facilities	39b	
40a Section 501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under section 4911 ▶ _____, section 4912 ▶ _____; section 4955 ▶ _____		
b Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year or is it aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	40b	
c Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ▶ _____		
d Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax on line 40c reimbursed by the organization ▶ _____		
e All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T.	40e	☒
41 List the states with which a copy of this return is filed. ▶ _____		
42a The organization's books are in care of ▶ <u>Maurice D. Thompson</u> Telephone no. ▶ <u>205-298-3580</u> Located at ▶ <u>1200 Urban Center Drive</u> ZIP + 4 ▶ <u>35242</u>		
b At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	42b	☒
If "Yes," enter the name of the foreign country. ▶ _____ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts .		
c At any time during the calendar year, did the organization maintain an office outside of the U.S.?	42c	☒
If "Yes," enter the name of the foreign country: ▶ _____		
43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041 —Check here and enter the amount of tax-exempt interest received or accrued during the tax year ▶ 43 _____		☐
44 Did the organization maintain any donor advised funds? If "Yes," Form 990 must be completed instead of Form 990-EZ	44	☒
45 Is any related organization a controlled entity of the organization within the meaning of section 512(b)(13)? If "Yes," Form 990 must be completed instead of Form 990-EZ	45	

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

46	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	46	Yes	No
47	Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	47		
48	Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	48		
49a	Did the organization make any transfers to an exempt non-charitable related organization?	49a		
b	If "Yes," was the related organization a section 527 organization?	49b		☒
50	Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None."			

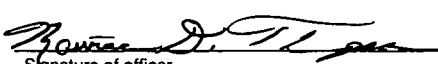
(a) Name and address of each employee paid more than \$100,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances

f Total number of other employees paid over \$100,000 ▶ _____

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

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

d Total number of other independent contractors each receiving over \$100,000 . . . ▶ _____

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		7/30/2010 Date	
Paid Preparer's Use Only	Maurice D. Thompson, VEDA Treasurer Type or print name and title			
	Preparer's signature	Date	Check if self-employed ☐	Preparer's identifying number (See instructions)
	Firm's name (or yours if self-employed), address, and ZIP + 4		EIN	Phone no

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

VULCAN EMPLOYEE DEVELOPMENT ASSOCIATION
EMPLOYER ID #58-2063169
FISCAL PERIOD JULY 1, 2009 TO JUNE 30, 2010

ATTACHMENT A

PART I REVENUE, EXPENSES, AND CHANGES IN NET ASSETS OR FUND BALANCES

LINE 1 Contributions, gifts, grants, and similar amounts received. \$ 32,312.00

LINE 10 Grants and similar amounts paid

Steven Judd Memorial Foundation 74.84
Birmingham, AL

Pathways 535 00
Birmingham, AL

Shades Mountain Park (Knock Cancer Out of the Ball Park) 100 00
Birmingham, AL

709 84

LINE 6b/10 The following are grants and similar amounts paid resulting from the Steven Judd Memorial Golf Tournament. All remaining proceeds of the tournament are donated to the recommended charities of Mr. Judd's surviving family. The remaining funds were distributed to the Steven Judd Memorial Fund in July 2010.

Alabama Grief Support Service 2,000 00
Birmingham, AL

Wheeling for Hope 4,000 00
Birmingham, AL

Total \$ 6,709 84

LINE 16 Other Expenses

Programs - Speakers 45,375 85

Professional Development 16,888 01

Special Events 2,405 70

Community Relations 5,836 62

Publications -

Member Relations 1,217.43

Awards 1,825 79

Bank Service Charges 121 91

Other Miscellaneous Expenditures -

Total \$ 73,671.31

VULCAN EMPLOYEE DEVELOPMENT ASSOCIATION
EMPLOYER ID #58-2063169
FISCAL PERIOD JULY 1, 2009 TO JUNE 30, 2010

ATTACHMENT B

PART III ORGANIZATIONS PURPOSE AND STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENTS

ORGANIZATION'S PURPOSE	The Vulcan Employee Development Association (VEDA) provides opportunities for professional and personal development; encourage interactions with other Vulcan employees at business and social events; and supports VMC's goal of being a good citizen and environmental steward of our community by sponsoring and encouraging member participation in civic activities.
LINE 28	Facilities/meeting rooms and dinner provided for each evening meeting. Meetings were held at the Carraway Davie House highlighting the different business segments of the Company, (speakers consisting of Vulcan's top management), personal development (meeting surrounding the structure of VMC's 401k plan), and community involvement (guest speaker Steven Black of Impact Alabama). There were 6 dinner meetings/events with an average attendance of approx. <u>120</u> members and/or guests.
LINE 29	Events: Spring Fling was a Saturday event for Members and their guests to the McWane Science Center in Birmingham, Alabama (206 members and guests in attendance). VEDA organized the Steven Judd Memorial Golf Tournament, which benefited the Alabama Grief Support Service, the Wheeling for Hope Organization and the Steven Judd Memorial Fund. VEDA also contributes to the community by donating time and monetary funds to many worthy causes/organizations such as: Pathway's House, Barrels of Love, Children's Village and Habitat for Humanity.
LINE 30	All programs/speakers were gratuitous, except for Krish Dhanam with Ziglar. Mr. Dhanam's total charge was \$4,591.
LINE 31	Professional Development/lunch meetings at the office and Carraway Davie House highlighted the different business segments of the Company, including a tour of VMC's Ensley Machine Shop and guest speakers consisting of Vulcan's top management. There were <u>6</u> lunch meetings with an average attendance of approx. <u>120</u> .