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Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

Open to Public

Department of the Treasur

The organization may have to use a copy of this return to eatisfy state reporting requirements

nter	na) Reve	nue Service	<u> </u>	he organization may have	to use a copy of	of this return t	o satisfy state	reporting req	uirements	Inspection
A	For th	e 2009 ca	lendar	year, or tax year beginnis	19 5CPT	/ ,2	009, and end	ing Aubus	531	, 20 / D
В	Check if	applicable	Please	C Name of organization // /	LITES STA	RS SINII	nnin-	PACIFIC		er identification number
\neg	_	change	use IRS	Doing Business As			Noi	UTHINEST	31	1040507
_	Name c	•	print or	Number and street (or P.O. box	if mail is not deliver	ed to street addre	ss) Room/s	suite	E Telephor	ne number
\neg	Initial re	-	type. See	501 30	55 ST.	N.E.	ر ا	ITEE	(253)	852-0680
\neg			Specific Instruc-	City or town, state or coun	try, and ZIP + 4					
\neg	Termina		tions.	Auburn	1 WA	98002	2		G Gross rec	elpts \$ 479 641
\neg		d return	F Nan	ne and address of principal off						
. لــــ	Application	on pending		BONAH KEENE	14910	66 12 1	98826			for affiliates? Yes Ko
,	Tay-ay	empt status			<u>EDM</u> ~] 4947(a)(1) or	ρς <u>WA</u> Π 527	70024			ncluded? LYes LNo
<u> </u>	Webs		- 43 `	PNS.026	3 4547 (a)(1) 01				•	aber ► 536 7
<u>-</u>				oration Trust Association	☐ Other ▶	··	L Year of form			legal domicile: WASHINI TW
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H	$\overline{}$	Summ							- 1	
	1	Briefly de	escribe	the organization's miss	ion or most si	gnificant act	tivities: 🤶 ភ	P.P.SON.T	for 1111	ATEUR Swimm
ø	1	PROULD	2.6 _ 5	suffert For 4	34 3411	nmine	IN WES	Tens h	AG. H. M.	ctor, INAVEL
auc		54PPG	мI.,	Con PETITION	146615 M	LATION	1 MAIN	im cl	LMICS.	Ja Cricites
E	[IALS, WFORM						No Swimmers a
Š	2	Check this	box ►	if the organization discont	inued its operatio	ns or disposed	of more than 25	5% of its net ass		
অ	3	Number	of votir	ng members of the gove	rning body (P	art VI, line 1	a)		. 3	22
ies	4	Number	of inde	pendent voting member	s of the gove	rning body (Part VI, line	1b)	. 4	22
Activities & Governance	5	Total nur	mber of	f employees (Part V, line	e 2a)				. 5	
Ą	6	Total nur	nber of	f volunteers (estimate if	necessary)				. 6	150
				elated business revenue					. 7a	-0-
	<u> b</u>	Net unre	lated b	usiness taxable income					. 7b	
				* PRIOR YE	th WAS 8	HONT	Porion	Prior Y		Current Year
0	8	Contribu	tions a	nd grants (Part VIII, line	1h)			140		14,000
200	9	Program	service	e revenue (Part VIII, line	2g)			250		460191
Revenue	10	Investme	ent inco	ome (Part VIII, column (A), lines 3, 4, a	ınd 7d)		542	3	4850
•	11			Part VIII, column (A), lin						
_	12	Total reve	enue-a	add lines 8 through 11 (m	ust equal Part	VIII, column	(A), line 12)	270	2/3	479041
	13	Grants a	nd sim	ilar amounts paid (Part	IX, column (A)	, lines 1-3)				· · · · · · · · · · · · · · · · · · ·
ø	14			o or for members (Part I				- (8)		
Expenses	15	Salaries,	other co	ompensation, employee b ndraising fees (Part IX, co g expenses (Part IX, colur	enefits (Part IX	, column (A),	lines 5–10)	1840	8	34519
9	16a	Profession	onal fun	draising fees (Part IX, co	lumn (A), line	Te) Dr				
Ð	b	Total fun	draisıng	g expenses (Part IX, colur	nn (D), line 25)	PLKE(EIVED	—		
	11/	Unner ex	nenses	з гман т.к. соштал газ. эг	ies iia−iiox) IT-24TI		4 · · · ·	333	459203
	18	Total exp	penses.	. Add lines 13–17 (must	equal Part	Fcolumn(A)	line 25)	107 32	741	493722
		Revenue	less ex	penses. Subtract line 18	from line 12	J DAIN	L 8 2011 .	10B74	72	114681 2
8 or					1		•	Beginning of (End of Year
Net Assets	20	Total ass	sets (Pa	art X, line 16)	<u>L</u>	OGDI	EA: I I	105776	20	524 352
₹.	21	Total liat	oilities ((Part X, line 26)			<u> </u>	83		2717
Ž	22			und balances. Subtract	line 21 from li	ne 20		5 36	787	521435
P	art II			Block						
		Under po	enaities o ef it is # f	of penury, I declare that I have one of penury, I declare that I have one of penury I have the penury in the penur	examined this returned	rn, including ac	companying sch	nedules and state	ements, and to	o the best of my knowledge
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	gn		M	M /N 00/1	<u>/</u>				01/0	12/1/
H	ere	Sign	patyare of	officer ///), (Da	ate /	/ / /
				1004//	1/1/00/	RUF	F -	TREMSO	un	
_		I Fyp	e or print	t name and title						
		Preparer				j	Date	Check if self-		dentifying number
Pa	id	signature	е 🏲				}	employed ► [] (see instruct	uurioj
	eparer's	3							<u> </u>	
	e Only	rim s n	ame (or y nployed),		·			EIN	•	
		address,	, and ZIP	· + 4 /				Phone	no ▶ ()
M	ay the	IRS disc	uss thi	s return with the prepar	er shown abo	ve? (see ins	tructions)	. <u> </u>	<u> </u>	. Yes No

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

Form 990 (2009)

Cat No 11282Y

rart	Statement of Program Service Accomplishments Check if Schedule O contains a response to any question in this Part III									
1	Briefly describe the organization's mission:									
•	To promote the sport of competitive swimming through governance, programming and education for the Pacific Northwest									
	swimming community.									
2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?									
	prior Form 990 or 990-EZ?									
3	Did the organization cease conducting, or make significant changes in how it conducts, any program									
•	services?									
	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 \$ 311,03 9 including grants of \$) (Revenue \$)									
	Consider MCA Cultural Theorem and another DMC able to a control of MCA animalia and be able to a control of the									
	Fees paid to USA Swimming These fees were collected from PNS athletes then sent on to USA swimming with a small portion to remain with PNS. These fees are for the purposes of promoting the sport of amateur swimming. USA Swimming provides									
	Insurance protection for athletes coaches and non athlete volunteers, maintains a database for swimmers times, organizes									
	competitions & provides structure oversight and training for LSC's and clubs									
	Governance programing and Education									

41-	(Code: \(\sigma_{\text{Code}} \sigma_{\text{Code}}									
4b	(Code:) (Expenses \$ 9543 \(\frac{9}{2} \) including grants of \$) (Revenue \$)									
	Travel:									
	Funds spent for travel assistance for senior swimmers (High school age) to attend National and Junior national competitions									
	Also travel assistance for Age Group swimmers to attend zone and All star meets									
	Provides programming and promotes competition									
4c	(Code:) (Expenses \$ 1/3/5 including grants of \$) (Revenue \$)									
	Conferences, Conventions & meetings:									
	PNS House of delegates meeting for all member clubs provides the framework for meet structure & scheduling as well									
	as club development and registration procedures									
	Conferences and board meetings provide planning and education for board members for promoting and building the sport of									
	amateur swimming.									
	Participation in the USA Swimming annual convention is for education regarding policies and procedures as well as ideas for promoting the sport and guidelines for registration procedures and competition regulations etc									
	promoting the sport and galactines for registration procedures and competition regulations etc									
4d	Other program services. (Describe in Schedule O.)									
	(Expenses \$ 20,5 % including grants of \$) (Revenue \$)									
4e	Total program service expenses ► 43830/									

Par	t 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	Х	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		_X
3	Did the organization engage in direct or indirect political campaign activitiés on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4		
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		<u> </u>
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		X
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		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III.	8		X
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		X
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		X
11	Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI, VIII, VIII, IX, or X as applicable	11	X	<u> </u>
•	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.			
o _M	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.			
M	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		X
12A	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional.) -	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	<u> </u>	
	Did the organization maintain an office, employees, or agents outside of the United States?	14a	 	 ^
	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		X
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 United States? If "Yes," complete Schedule F, Part II.	15		X
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 United States? If "Yes," complete Schedule F, Part III	16		ΙX
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		X
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		X
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	ļ	X
<u>20</u>	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20	<u> </u>	LX

Pai	t IV Checklist of Required Schedules (continued)			
			Yes	No
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 17 If "Yes," complete Schedule I, Parts I and II	21		X
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? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23		X
	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? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25.	24a		X
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defence any tax exempt bonds?	24b 24c		X
	to defease any tax-exempt bonds?	24d 25a		×
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? If "Yes," complete Schedule L, Part I	25b		X
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? If "Yes," complete Schedule L, Part II	26		X
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? If "Yes," complete Schedule L, Part III	27		X
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 current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV. A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV.	28a 28b		X
С	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 direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		X
29 30	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		X
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? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34		X
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35		X
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		X
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? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 197 Note. All Form 990 filers are required to complete Schedule O.		X	Ť
			n [/] 990	(2009)

	Ţ		Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	- 1		
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable	1c	>	
2a	gaming (gambling) winnings to prize winners?		^	
	Statements, filed for the calendar year ending with or within the year covered by this return 2a	2b	χ	
	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		X
h	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b		
	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		X
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		X
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
	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		7
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).			
а	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		<u> </u>
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		Ĺ
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		Х
d	If "Yes," indicate the number of Forms 8282 filed during the year			-
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		×
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g	L	
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			}
P	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	1	
10	Section 501(c)(7) organizations. Enter:			-
Y a	Initiation fees and capital contributions included on Part VIII, line 12	-		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	-	1	
11	Section 501(c)(12) organizations. Enter:		1	
	Gross income from members or shareholders	1		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	1	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year. 12b	T		†

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

	ion A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body	l	ł	
	Enter the number of voting members that are independent	1		
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		X
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		<u>X</u>
	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		V.
	Did the organization become aware during the year of a material diversion of the organization's assets?	5		X
	Does the organization have members or stockholders?	6		\overline{X}
	Does the organization have members, stockholders, or other persons who may elect one or more members			
10		7a	ļ	X
h	of the governing body?	7b	¥	
			/	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during			
	the year by the following:	0-	V	
	The governing body?	_8a_	λ	
_	Each committee with authority to act on behalf of the governing body?	8b	<u>_</u> <u>Y</u>	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached			J
	at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	<u>9a</u>		
	tion B. Policies (This Section B requests information about policies not required by the Inte	ernal		
eve	enue Code.)			
		· · · · ·	Yes	No
0a	Does the organization have local chapters, branches, or affiliates?	10a		X
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters,	[Ì
	affiliates, and branches to ensure their operations are consistent with those of the organization?	10b		L
1	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the			
•	form? AVAILABLE . UPON . PERLEY	11		X
1A	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	X	
	· · · · · · · · · · · · · · · · · · ·		<u> </u>	
U	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
_	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"		7	
C	describe in Schedule O how this is done	12c	入	i
3	Does the organization have a written whistleblower policy?	13		V
4	Does the organization have a written document retention and destruction policy?	14		\$
	- · · · · · · · · · · · · · · · · · · ·	┝∸	 	~
5	Did the process for determining compensation of the following persons include a review and approval by		1	1
_	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	4	ļ	İ
	The organization's CEO, Executive Director, or top management official	15a	 	
þ	Other officers or key employees of the organization	15b	<u> </u>	
	If "Yes" to line 15a or 15b, describe the process in Schedule O. (See instructions.)			l
6a	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	ļ	X
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate	1	1	1
	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		
<u> Sec</u>	tion C. Disclosure			
7	List the states with which a copy of this Form 990 is required to be filed ▶			
8	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501)	c)(3)e	onlyl	
	available for public inspection. Indicate how you make these available. Check all that apply.	دردرد	Ji iiy)	
	Own website Another's website Upon request			
	— Annumonal managed the obounding the obound	_		
10	Describe in Schedule O whether (and if so how) the organization makes its necessing described	~		
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict	of int	erest	
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict policy, and financial statements available to the public.			
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict policy, and financial statements available to the public.			
	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict			

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. 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, and 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 co	mpensate	any o	cum	ent	offic	er, d	irec	tor, or trustee.		
(A)	(B)			((C)			(D)	(E)	(F)
Name and Title	Average	Posit	on (c	heci	k all	that ap	ply)	Reportable compensation	Reportable	Estimated
	hours per week	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	from the organization (W-2/1099-MISC)	compensation from related organizations (W-2/1099-MISC)	amount of other compensation from the organization and related organizations
SUI AMACHO LIST			_	ļ						
NO OFFICERS ON PINE	ms									
RECEIVED ANY COMPONSAT	ron			-		-				
DNY 1 Comprayed -	THEY									
ALE Pd LESS THAN	30,00	1	1/	2		ת כק	n	TIME		
10 Ton men Office of		_	<u> </u>	_			ļ			
NO FORMER OFFILERS OF PLACE TONS AND	Cor	10	V.S	A;	10	-	<u> </u>			
		<u> </u>	<u> </u>	<u> </u>	<u> </u>		_			
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			_	_	_		L	ļ		
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r a	(A)	(B)		,	(0		<u> </u>		(D)	(E)		(F)	
	Name and title	Average	Positi	on (d			that ap	ply)	Reportable	Reportable	Estimated amount of		
		hours per week	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	compensation from the organization (W-2/1099-MISC)	compensation from related organizations (W-2/1099-MISC)	composition from the composition for the compo	ount or other ensation m the nization related nizations	
				_									
												•	
			<u> </u>									· · · · · · · · · · · · · · · · · · ·	
						L		<u> </u>					
- -		<u> </u> 		_	L		<u> </u>						
								<u> </u>					
				L									
		<u> </u>									ļ.,		
<u>1b</u>			· · ·		<u>. </u>	::	<u> </u>	<u> </u>	10	10-	\perp	>	
2	Total number of individuals (including but reportable compensation from the organiz		to th	ose	list	ed	above —	e) w	tho received m	ore than \$100,0	000 in		
												Yes No	
3	Did the organization list any former office employee on line 1a? If "Yes," complete S							loye	e, or highest o	compensated	3	X	
4	For any individual listed on line 1a, is the the organization and related organizations individual.										4		
5	Did any person listed on line 1a receive services rendered to the organization? If	or accrue	com plete	pen Sch	sati nedu	on ule	from J for	any suci	y unrelated org h person	ganization for	5	×	
Se	ction B. Independent Contractors												
1	Complete this table for your five highest compensation from the organization.	ompensat	ed ind	depe	ende	ent	contr	acto	ors that receive	ed more than \$1	00,000	of	
	(A) Name and business address								(B) Description of	services	(C) Comper		
_	NONE												
_	· · · · · · · · · · · · · · · · · · ·				_			1					
2	Total number of independent contractors (more than \$100,000 in compensation from	(including to m the orga	out no inizati	t lin	nited •	d to	thos		ted above) who	received			

31-1040507

Par	t VIII	Statement of Re	venue	-	-				
		-				(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 b c d	b Membership dues							
Contribution and other si	f	All other contributions, gifts, and similar amounts not including the contributions including total. Add lines 1a-1f	grants, ided above ed in lines 1a-1	1f /4,0	. >	14,000			
				<u> </u>	ss Code	Í			
Revel	2a b	MEET INCOME				1936	1936		
iče –	C	c PING POLOS			v 99	379	379		
Sen	d	Program Da	120 MB	F 900	0099	2924	2924		
Program Service Revenue	e	RUISTARTION All other program servi	v ce revenue	90	0099	412571	412571	 	
<u>e</u>	g	Total. Add lines 2a-2f		· -	. ▶	460191			
	3	Investment income (incother similar amounts) Income from investment of			. 🕨	4850	4850		
	5		(i) Real	<u> </u>	. ▶				
	b	Gross Rents Less: rental expenses Rental income or (loss) Net rental income or (li		(II) Per		,	,	,	,
	l	Gross amount from sales of assets other than inventory	(i) Secuntie		Other	, , ,	. ,	,	
	c	Less. cost or other basis and sales expenses . Gain or (loss) . Net gain or (loss)			. •	,		. %	
r Revenue	8a	Gross income from events (not including \$ of contributions reporte See Part IV, line 18	d on line 1	:).	·				-
Other	b b	Less: direct expenses Net income or (loss) from		b	. •				
	b	Gross income from gam See Part IV, line 19 Less: direct expenses.		a					
	•	Net income or (loss) from Gross sales of investigation			. •				
	ь	returns and allowances Less: cost of goods so Net income or (loss) from	ld n sales of ir	bventory				,	
	11a	Miscellaneous Rev		Busines	s Code				
	ь								<u> </u>
	C	All akken and and							
		All other revenue Total. Add lines 11a-1			—				
	12	Total revenue. See ins	structions.	<u> </u>	_ •	479041	465041		

organization reported in column (B) joint costs from a combined educational campaign and

fundraising solicitation

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). (A) Total expenses (C) Management and (B) Do not include amounts reported on lines 6b, Program service Fundraising 7b, 8b, 9b, and 10b of Part VIII. general expenses expenses expenses Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21 Grants and other assistance to individuals in the U.S. See Part IV, line 22 3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16 . . . 4 Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees 6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . 31854 31854 Other salaries and wages Pension plan contributions (include section 401(k) and section 403(b) employer contributions) . . . Other employee benefits 2465 2465 10 Payroll taxes Fees for services (non-employees): b Legal 2984 2986 c Accounting , PEVICW **d** Lobbying e Professional fundraising services. See Part IV, line 17 f Investment management fees Advertising and promotion. 12 7882 7882 Office expenses 54 P. P. C. P. P. P. P. Park 13 Information technology 14 15 7288 7288 16 95439 95439 17 18 Payments of travel or entertainment expenses for any federal, state, or local public officials 11315 11315 19 Conferences, conventions, and meetings . 311039 Payments to affiliates 311039 21 2746 2746 Depreciation, depletion, and amortization. 22 Insurance 23 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.) 8659 a CLUD DEVELOPIN UN MANKETT 8659 Swim MOGETS' 11849 11849 d 493 722 438301 55421 Joint costs. Check here ► ☐ If following SOP 98-2. Complete this line only if the

Pa	rt X	Balance Sheet			
	-		(A) Beginning of year		(B) End of year
	1	Cash—non-interest-bearing	324047	1	310232
	2	Savings and temporary cash investments	203455	2	207748
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net , , , , , , , , , , , , , , , , , , ,		4	
	5	Receivables from current and former officers, directors, trustees, key		1 1	
		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	
sts	7	Notes and loans receivable, net		7	
Assets	8	Inventones for sale or use		8	
	9	Prepaid expenses and deferred charges		9	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	•		
	b	Less: accumulated depreciation 10b 28073	7918	10c	4372
	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		15	
_	16	Total assets. Add lines 1 through 15 (must equal line 34)		16	524352
	17	Accounts payable and accrued expenses		17	27/7
	18	Grants payable ^		18	
	19	Deferred revenue		19	
(A)	20	Tax-exempt bond liabilities		20	
Ęį.	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
Liabilities	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	
	25	Unsecured notes and loans payable to unrelated third parties Other liabilities. Complete Part X of Schedule D		25	
	26	Total liabilities. Add lines 17 through 25	833	26	27/7
ances		Organizations that follow SFAS 117, check here ▶ in and complete lines 27 through 29, and lines 33 and 34.			
an	27	Unrestricted net assets	536787	27	521635
Ba	28	Temporarily restricted net assets		28	
٩	29	Permanently restricted net assets		29	
Net Assets or Fund Bal		Organizations that do not follow SFAS 117, check here ▶ ☐ and complete lines 30 through 34.		, ,	
ध	30	Capital stock or trust principal, or current funds	`	30	
Se	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
As	32	Retained earnings, endowment, accumulated income, or other funds		32	
É	33	Total net assets or fund balances	536 787	33	521635
_	34	Total liabilities and net assets/fund balances	537620	34	524352
			 		F 000 (0000)

Pai	t 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?	2a		LX
b	Were the organization's financial statements audited by an independent accountant?	2b		X
C	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of	1		
	the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c		
	If the organization changed either its oversight process or selection process during the tax year, explain in			İ
	Schedule O.			
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were			ļ
	issued on a consolidated basis, separate basis, or both.			
	☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		- 1	ļ.
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?	3a		LΧ
p	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	3b		

Form **990** (2009)

SCHEDULE A (Form 990 or 990-EZ)

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

Employer identification number

Department of the Treasury Internal Revenue Service Name of the organization

Swimmne ACIFIC NW - 104050 INITES STATES 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 described in 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). 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: 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.) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). 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.) ☐ A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) 🕱 An organization that normally receives: (1) more than 331/3% 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 331/3% 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. c Type III-Functionally integrated b Type II 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) If the organization received a written determination from the IRS that it is a Type II, Type III, or Type IIII supporting 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 Yes No 11g(i) (ii) A family member of a person described in (i) above? 11g(ii) (iii) A 35% controlled entity of a person described in (i) or (ii) above? 11g(iii) Provide the following information about the supported organization(s). (ii) EIN (iii) Type of organization (Iv) is the organization (i) Name of supported (v) Did you notify (vi) Is the (vii) Amount of in col. (i) listed in your organization (described on lines 1-9) the organization in omanization in col. support col. (i) of your governing document? (i) organized in the above or IRC section support? U.S.? (see instructions)) Yes No (A) (B) (C) (D) (E)

Part III Support Schedule for Organizations Described in Section 509(a)(2)

rait	(Complete only if you checked th	e box on line	9 of Part I or	if the organi			der Part II.
Sacti	If the organization fails to qualify on A. Public Support					1.) Zavq	
	dar year (or fiscal year beginning in)	(a) 290 6	2006 (b) 200 7	(c) 20 08	(d) 2008	(e) 2010	(f) Total
Calend 1	Gifts, grants, contributions, and membership fees	(a)asecc	(6) 2007	(0) 200	(ugasoo	(0, 20.0	(1) 1014
•	received. (Do not include any "unusual grants.")	11200	12668	13332	14000	14000	45 200
2	Gross receipts from admissions, merchandise	11 000	12468	1 3730	77000	7 7000	45 40
	sold or services performed, or facilities		į				
	furnished in any activity that is related to the organization's tax-exempt purpose	433561	440850	418370	700590	4/0191	2011,575
3	Gross receipts from activities that are not an	1-22-1	11000		2 30 370	100111	2,011,
•	unrelated trade or business under section 513				,		
4	Tax revenues levied for the						
•	organization's benefit and either paid						
	to or expended on its behalf						
5	The value of services or facilities						
•	furnished by a governmental unit to the						ļ
	organization without charge					,	ļ
6	Total. Add lines 1 through 5	444 761	461526	431 707	71.4590	474191	207678
-	Amounts included on lines 1, 2, and 3	777.37	7075-0	121.1-1	20151	<u> </u>	-
	received from disqualified persons .						ļ
ь	Amounts included on lines 2 and 3						
_	received from other than disqualified		İ				
	persons that exceed the greater of \$5,000	[
	or 1% of the amount on line 13 for the year	ł	1				
C	Add lines 7a and 7b		,				,
8	Public support (Subtract line 7c from						
	line 6.)	444 7E1	461526	431707	264590	474191	207677
Secti	on B. Total Support	2005	2006	2017	2008	2,00	
Calen	dar year (or fiscal year beginning in)	(a) 2 006	(b) 2 007	(c) 2008	(d) 2000	(e) 2010	(f) Total
9	Amounts from line 6	444741	441524	431707	264590	474 191	
10a	Gross income from interest, dividends,	_					
	payments received on securities loans, rents,	1.		aa.a	64		
	royalties and income from similar sources .	4467	7918	9968	5623	4850	32826
b	Unrelated business taxable income (less				1		
	section 511 taxes) from businesses]				
	acquired after June 30, 1975						
C	Add lines 10a and 10b	4467	7918	9968	5623	4800	32826
11	Net income from unrelated business		1				
	activities not included in line 10b, whether		1	Į	ļ	l	į.
	or not the business is regularly carried on						
12	Other income. Do not include gain or		}				1
	loss from the sale of capital assets		}	}		}	}
	(Explain in Part IV.)		ļ		ļ	<u> </u>	
13	Total support. (Add lines 9, 10c, 11,	11.16220	11/0/2011	14000	270011	1436 511	
44	and 12.)	94762	469444	1991475	210019	479041	210960
14	First five years. If the Form 990 is for t	-	•		•		1121
<u> </u>	organization, check this box and stop he			<u> </u>	· · · · ·	<u> </u>	<u>:</u>
	ion C. Computation of Public Suppo			10 (6)		45	
15 46	Public support percentage for 2000 (line			3, column (t))		15	98%
16 Sect	Public support percentage from 2000 Scion D. Computation of Investment In			·····	· · · · · ·	16	99%
17	Investment income percentage for 2006			v line 12 oct	imp (f)	17	7 0/
18	Investment income percentage from 296					18	2%
19a	331/3% support tests—2010. If the organ						/ %
198	17 is not more than 331/3%, check this box	and stop here	. The organizati	ion qualifies as	a publictv sunn	oorted organiza	ozo, anu iine ition ► r⊃∕
b			_			_	4-
J	line 18 is not more than 331a% check this						*

Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

chedule A (I	Form 990 or 990-EZ) 2010	Page 4
Part IV	Supplemental Information. Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).	

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		••
		 -

SCHEDULE O (Form 990)

Supplemental Information to Form 990

20**09**

Department of the Treasury Internal Revenue Service

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

► Attach to Form 990.

Open to Public Inspection

OMB No 1545-0047

Name of the organization Employer identification number 31 1040507 **United States Swimming Pacific Northwest** SHITE E Auburn WA 98002 VI Line 10 Form 990 is sent to USA Swimming along with the Financial statements and a signed statement by an internal "auditing" committee stating that the statements hve been reviewed by the committee. Every 4 years we hire an independent review by a CPA. Conflict of interest policy: Board members and other key volunteers sign a conflict of interest policy, this is monitored by the board Chairman. attached is a copy of the policy. Disclosure: the governing documents, by laws, policies & procedures etc. are posted on our website: PNS.org Financial statements are distributed to all member clubs twice a year at the House of Delegates meetings and they are presented at each Board of directors meeting. All info. is available upon request by calling or e-mailing the office. OTHER PROGRAM SURVICE: ANDROS For DIVISIONAL CHAMPIONSHIP MUES, CLUS Develorman And MALKETING TO THE SPING A FLIND OUTLINEH SWIMMERS TO ACCIST WITH MEET LINEY 1925

General Chair Deborah Keane	14910 66 th PI W Edmonds, WA 98026 golfandswim@comcast.net	(H) (425) 745-8926 (M)	
Admin. VC	vacant		
Senior VC John Walker	4101 124" Ave SE #1204 Bellevue, WA 98006 jwalkerd@msn.com	(H) (253) 275-8830	
Age Group VC Ash Milad	18 Dravus St Apt#102 Seattle, WA 98109 ashmilad@hotmail.com	(M) (206) 786-826	
Program Dev. VC Josh Trotter	1709 Jasmine St NW Olympia, WA 98502-4144 coachtrotter@gmail.com	(H) (360) 485-7690	
Program Ops VC Suzanne Rychlik	27435 Maple Ridge Way SE Maple Valley, WA 98038-2006 swimvast@hotmail.com	(H) (425) 433-0313 (W) (253) 373-4645	

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inance VC	avid Coddington
Fin	Dav

djcoddington@comcast.net 22023 128th PI SE Kent, WA 98031

(H) (253) 630-4437 (W) (206) 246-4133 x204

Secretary

vacant

	•
Freasurer	lody Woodruff

Shoreline, WA 98177 pkw3355@aol.com 914 NW 165th PI

(H) (206) 546-1036

(M) (425) 773-6815

4320 196th St SW Ste B Lynnwood, WA 98036-6754

Safety Chair Kevin Fraley

swimref@hotmail.com

(H) (253) 630-1198 (W) (253) 657-9885

kenbreiding@comcast.net

28022 194th PI SE Kent, WA 98042-8504

Officials Chair

Ken Breiding

cvanzan@comcast.net Seattle, WA 98105 5552 35th Ave NE

Disability Chair

Kiko VanZandt

(H) (206) 524-2417 (W) (206) 987-2182 (M) (206) 310-0586

At Large Klaas Schenk	c/o Swim Team 11200 SE 6 th St Bellevue, WA 98004 klaas@bellevueclub.com	(H) (425) 766-3126 (W) (425) 637-4623 (M) (425) 766-3126
Kelli Denney	1228 Lake Park Dr SW Tumwater, WA 98512-6914 coachkelli@comcast.net	(H) (360) 956-1948 (M) (360) 239-3544
Audra Messegee	3350 Fords Prairie Ave. Centralia, WA 98531-1627 audramom3@hotmail com	(H) (360) 736-7347 (W) (360) 438-2345 (M) (360) 304-9377
Teri White	11016 66 th Ct NW Gig Harbor, WA 98332-8557 twhite@massmutual.com	(H) (253) 370-8261
Kevin O'Shea	4901 116 th Ave SE Bellevue, WA 98006-2724 kevin.oshea@comcast.net	(H) (425) 746-1671 (M) (425) 503-9491
Coach Rep Thomas Hannan	3115 23 rd Ave S Seattle, WA 98144 tommyhannan@gmail.com	(M) (512) 762-5628
Coach Rep Andy Pym	4752 41st Ave SW Apt#308 Seattle, WA 98116-4261 andyp@bellevueclub.com	(H) (206) 778-6451

Ex-Officio Lyle Campbell USA Swimming Board Rep	Ex-Officio Sylf Wetmore Ave Everett, WA 98201-4932 Iylesscd@comcast.net USA Swimming Board Rep 11940 Riviera Pl NE	(H) 425-252-8194 (M) 206-419-4316 (H) (206) 362-0147
·	Seattle, WA 98125 ronvp@aol.com	(M) (206) 617-1611
	1823 Morris Ave. S. Renton, WA 98055-3331 sholdras@yahoo.com	(H) (425) 255-2608
Samantha Simas	213 140 th Ave NE Bellevue, WA 98005-4726 ssimas.21@gmail.com	(H) (425) 644-5441

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PREMACU MITALS DAJE REPAR

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				-						******		<u> </u>							*-					· <u>-</u>				 _				_		<u>-</u> .		
Ace 117	9		47°h1	12227	45 25 C	47.43	9143	ps 25		8520 01	15,157 41	08 162/	02 88 4	103 31	, , ,	7 7 7 7	، ودلاط	1001	28073 09			-						 								
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Pacific Northwest Swimming Rules and Procedures	Conflict of Interest Policy
Index AD-07-01	Effective Date: 02/23/09
02/23/09: Original	

Conflict of interest Statement

- a. It is the policy of Pacific Northwest Swimming (PNS) that all staff, committee chairs, and board members avoid any conflict of interest or perception of a conflict with the interests of PNS or USA Swimming.
- Conflicts of interest may result from such sources as personal, professional or business including other non-profit organization interests as well as those of family, personal or business
 associates.
- c. By accepting employment with PNS, election to the Board of Directors, appointment as chair of any PNS committee, the affected person also accepts the responsibility and obligation to implement this policy.

2. Expected Behavior

- a. Recognition of multiple USA Swimming related interests As members of PNS, it is recognized that all board members and other PNS volunteers (paid or unpaid) have interests in their athlete family members (if any), affiliated club, and USA Swimming. This policy does not generally require specific action or inaction as a result of these interests unless they are of a particular importance to or bearing on the issue at hand.
- b. Disclosure of interests When discussing issues in any board or committee, it is expected that all PNS staff, committee chair and board of directors members will either refrain from the discussion or openly disclose any interest that they have that may present a conflict with the interests of PNS or USA Swimming.
- c. Voting When voting or making a decision in the performance of PNS duties, all PNS staff, committee chairs and board of directors members shall recuse themselves from voting on issues that cause or appear to cause a conflict with the interests of PNS or USA Swimming.
- d. Responsibility to perform duties Should a conflict of interest exist or arise that prevents or substantially compromises the performance of necessary PNS duties, it is expected that the affected person will resign from the PNS position.

3. Staff and Board of Director Member Acknowledgement

a. Upon employment, appointment, or election, and every year thereafter, all paid staff, committee chairs and Board of Directors members shall sign a copy of this Policy acknowledging the need to adhere to policy. The PNS Secretary shall be responsible for retaining copies of these signatures for the duration that the position is held.

The undersigned acknowledges that they have received, read and understood this policy and accept the responsibility to adhere to its specific content and its general intent of ensuring the integrity of PNS and USA Swimming, their subordinate institutions, and decision making processes, and the reputation and integrity of its staff, Board of Directors and volunteers.

Signature:	
Name (Printed):	
Date:	