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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 09-01-2009 and ending 08-31-2010

- 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
Water Environment Federation
Doing Business As
Number and street (or P O box if mail is not delivered to street address) Room/suite
601 Wythe Street
City or town, state or country, and ZIP + 4
Alexandria, VA 223141994

D Employer identification number
53-0225129
E Telephone number
(703) 684-2400
G Gross receipts \$ 20,864,594

F Name and address of principal officer
ARTHUR NUTTER III
601 WYTHE STREET
ALEXANDRIA, VA 22314

H(a) Is this a group return for affiliates?
H(b) Are all affiliates included?
H(c) Group exemption number

I Tax-exempt status 501(c) ( 3 ) (insert no ) 4947(a)(1) or 527

J Website: www.wef.org

K Form of organization Corporation Trust Association Other
L Year of formation 1928
M State of legal domicile VA

Part I Summary

1 Briefly describe the organization's mission or most significant activities
See statement O for organization's mission and most significant activities Water Environment Federations mission is to promote public health by preserving and enhancing the global water environment, develop and promote practices and policies which assist our members to serve the public interest in providing efficient and environmentally protective water quality and wastewater management services, deliver high-quality products and services to members and stakeholders, promote scientifically sound environmental practices and regulation, educate members, the public and policy-makers, promote and advance the water quality profession

Table with 2 columns: Description and Amount. Rows include: 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 (17); 4 Number of independent voting members of the governing body (17); 5 Total number of employees (116); 6 Total number of volunteers (0); 7a Total gross unrelated business revenue from Part VIII, column (C), line 12 (2,516,558); 7b Net unrelated business taxable income from Form 990-T, line 34 (10,716)

Table with 3 columns: Description, Prior Year, and Current Year. Rows include: 8 Contributions and grants (1,057,395 / 1,455,179); 9 Program service revenue (20,344,216 / 17,848,633); 10 Investment income (530,337 / 381,091); 11 Other revenue (974,119 / 964,441); 12 Total revenue—add lines 8 through 11 (22,906,067 / 20,649,344)

Table with 3 columns: Description, Prior Year, and Current Year. Rows include: 13 Grants and similar amounts paid (25,000 / 25,000); 14 Benefits paid to or for members (0 / 0); 15 Salaries, other compensation, employee benefits (9,132,490 / 9,112,541); 16a Professional fundraising fees (0 / 0); 16b Total fundraising expenses (0 / 0); 17 Other expenses (12,861,869 / 11,240,543); 18 Total expenses Add lines 13-17 (22,019,359 / 20,378,084); 19 Revenue less expenses Subtract line 18 from line 12 (886,708 / 271,260)

Table with 3 columns: Description, Beginning of Current Year, and End of Year. Rows include: 20 Total assets (21,241,302 / 22,651,677); 21 Total liabilities (14,980,877 / 15,781,847); 22 Net assets or fund balances Subtract line 21 from line 20 (6,260,425 / 6,869,830)

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here
Signature of officer: ARTHUR NUTTER III COMPROLLER
Date: 2011-07-14

Paid Preparer's Use Only
Preparer's signature: CHARLES DIETZ III CPA
Date:
Check if self-employed:
Preparer's identifying number:
Firm's name (or yours if self-employed), address, and ZIP + 4: DIXON HUGHES GOODMAN LLP, 1430 SPRING HILL ROAD STE 300, MCLEAN, VA 221023018
EIN:
Phone no: (703) 970-0400

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

**Part III Statement of Program Service Accomplishments**

**1** Briefly describe the organization's mission

The development & dissemination of technical information concerning the nature, collection, treatment & disposal of domestic & industrial water

**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 \$ 3,733,197 including grants of \$ ) (Revenue \$ )

Please note that this statement is continued on Schedule O WEFTEC was the Water Environment Federation's 82nd annual technical exhibition and conference, where some 17,800 attendees received the best training and education in water quality today and had the opportunity to earn continuing education units for their participation in various activities The comprehensive four-day meeting included a technical program of 122 technical sessions, 31 workshops, and 9 facility tours and covered topics ranging from wastewater treatment facility operations and environmental regulations to emerging issues and technologies like stormwater management, membrane bioreactors, and environmental sustainability And as the largest water quality exhibition in the world, WEFTEC also provided access to the latest technologies, services, and products for those looking to improve or upgrade wastewater facilities and programs

**4b** (Code ) (Expenses \$ 3,202,639 including grants of \$ ) (Revenue \$ 663,050 )

Water Environment & Technology is the associations flagship publication and the publication professionals read to learn about the latest technologies, trends, and news in water quality Members receive it monthly as a membership benefit In addition, the publication is sold on a subscription basis to libraries, members and other water professionals

**4c** (Code ) (Expenses \$ 1,677,242 including grants of \$ ) (Revenue \$ 1,546,402 )

Specialty Conferences - As the leading source of water quality expertise, WEF is committed to advancing the water quality profession by providing access to the latest science, engineering, and technical practices in the water environment field through Specialty Conferences that focus on specific water quality topics such as collection systems, residuals and solids management, nutrient removal and more

**4d** Other program services (Describe in Schedule O ) **See also Additional Data for Description**  
 (Expenses \$ 3,038,491 including grants of \$ 25,000 ) (Revenue \$ 3,429,126 )

**4e Total program service expenses** \$ 11,651,569

Part IV Checklist of Required Schedules

Table with 3 columns: Question number, Question text, and Yes/No response columns. Rows include questions 1 through 20 regarding organizational requirements and reporting.

**Part IV Checklist of Required Schedules** (continued)

|            |  |            |     |    |
|------------|--|------------|-----|----|
| <b>21</b>  | 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> . . . . .  | <b>21</b>  |     | No |
| <b>22</b>  | 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> . . . . .   | <b>22</b>  | Yes |    |
| <b>23</b>  | 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> . . . . .                | <b>23</b>  | Yes |    |
| <b>24a</b> | 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> . . . . . | <b>24a</b> |     | No |
| <b>b</b>   | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .  | <b>24b</b> |     |    |
| <b>c</b>   | Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .   | <b>24c</b> |     |    |
| <b>d</b>   | Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . . .  | <b>24d</b> |     |    |
| <b>25a</b> | <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> . . . . .  | <b>25a</b> |     | No |
| <b>b</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> . . . . .       | <b>25b</b> |     | No |
| <b>26</b>  | 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> . . . . .                                    | <b>26</b>  |     | No |
| <b>27</b>  | 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> . . . . .            | <b>27</b>  |     | No |
| <b>28</b>  | 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)  |            |     |    |
| <b>a</b>   | A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .   | <b>28a</b> |     | No |
| <b>b</b>   | A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .  | <b>28b</b> |     | No |
| <b>c</b>   | 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> . . . . .   | <b>28c</b> |     | No |
| <b>29</b>  | Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> . . . . .  | <b>29</b>  |     | No |
| <b>30</b>  | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> . . . . .  | <b>30</b>  |     | No |
| <b>31</b>  | Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> . . . . .  | <b>31</b>  |     | No |
| <b>32</b>  | 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> . . . . .  | <b>32</b>  |     | No |
| <b>33</b>  | 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> . . . . .  | <b>33</b>  |     | No |
| <b>34</b>  | 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> . . . . .   | <b>34</b>  | Yes |    |
| <b>35</b>  | 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> . . . . .   | <b>35</b>  | Yes |    |
| <b>36</b>  | <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> . . . . .   | <b>36</b>  |     | No |
| <b>37</b>  | 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> . . . . .   | <b>37</b>  |     | No |
| <b>38</b>  | Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .   | <b>38</b>  | Yes |    |

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

|            |  | Yes        | No |
|------------|--|------------|----|
| <b>1a</b>  | 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 . . . . .   |            |    |
|            | <b>1a</b> 79   |            |    |
| <b>b</b>   | Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable . . . . .  |            |    |
|            | <b>1b</b> 0  |            |    |
| <b>c</b>   | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .   | Yes        |    |
| <b>2a</b>  | 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 . . . . .  |            |    |
|            | <b>2a</b> 116  |            |    |
| <b>b</b>   | If at least one is reported on line 2a, did the organization file all required federal employment tax returns?<br><b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions) . . . . .                               | Yes        |    |
| <b>3a</b>  | Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return? . . . . .   | Yes        |    |
| <b>b</b>   | If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O . . . . .   | Yes        |    |
| <b>4a</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)? . . . . .                                   | Yes        |    |
| <b>b</b>   | If "Yes," enter the name of the foreign country <input checked="" type="checkbox"/> UK<br>See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts . . . . .   |            |    |
| <b>5a</b>  | Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . . .  |            | No |
| <b>b</b>   | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? . . . . .   |            | No |
| <b>c</b>   | If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction? . . . . .  |            |    |
| <b>6a</b>  | 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? . . . . .  |            | No |
| <b>b</b>   | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .  |            |    |
| <b>7</b>   | <b>Organizations that may receive deductible contributions under section 170(c).</b>   |            |    |
| <b>a</b>   | 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? . . . . .  |            | No |
| <b>b</b>   | If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .  |            |    |
| <b>c</b>   | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .   |            | No |
| <b>d</b>   | If "Yes," indicate the number of Forms 8282 filed during the year . . . . .  |            |    |
|            | <b>7d</b>  |            |    |
| <b>e</b>   | Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? . . . . .  |            | No |
| <b>f</b>   | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . . .   |            | No |
| <b>g</b>   | For all contributions of qualified intellectual property, did the organization file Form 8899 as required? . . . . .   |            | No |
| <b>h</b>   | For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required? . . . . .  |            | No |
| <b>8</b>   | <b>Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</b> Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year? . . . . . |            | No |
| <b>9</b>   | <b>Sponsoring organizations maintaining donor advised funds.</b>   |            |    |
| <b>a</b>   | Did the organization make any taxable distributions under section 4966? . . . . .  |            | No |
| <b>b</b>   | Did the organization make a distribution to a donor, donor advisor, or related person? . . . . .   |            | No |
| <b>10</b>  | <b>Section 501(c)(7) organizations.</b> Enter  |            |    |
| <b>a</b>   | Initiation fees and capital contributions included on Part VIII, line 12 . . . . .   | <b>10a</b> |    |
| <b>b</b>   | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . . . . .  | <b>10b</b> |    |
| <b>11</b>  | <b>Section 501(c)(12) organizations.</b> Enter   |            |    |
| <b>a</b>   | Gross income from members or shareholders . . . . .  | <b>11a</b> |    |
| <b>b</b>   | Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) . . . . .  | <b>11b</b> |    |
| <b>12a</b> | <b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041? . . . . .  | <b>12a</b> |    |
| <b>b</b>   | If "Yes," enter the amount of tax-exempt interest received or accrued during the year . . . . .  | <b>12b</b> |    |

**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 |
|-----------|---|-----|----|
| <b>1a</b> | Enter the number of voting members of the governing body . . . . .  |     |    |
| <b>1b</b> | Enter the number of voting members that are independent . . . . .   |     |    |
| <b>2</b>  | 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? . . . . .   |     | No |
| <b>3</b>  | 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? . . . . . |     | No |
| <b>4</b>  | Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?   |     | No |
| <b>5</b>  | Did the organization become aware during the year of a material diversion of the organization's assets? . . . . .   |     | No |
| <b>6</b>  | Does the organization have members or stockholders? . . . . .   | Yes |    |
| <b>7a</b> | Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body? . . . . .   | Yes |    |
| <b>7b</b> | Are any decisions of the governing body subject to approval by members, stockholders, or other persons? . . . . .   | Yes |    |
| <b>8</b>  | Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following  |     |    |
| <b>8a</b> | The governing body? . . . . .   | Yes |    |
| <b>8b</b> | Each committee with authority to act on behalf of the governing body? . . . . .   | Yes |    |
| <b>9</b>  | 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 . . . . .        |     | No |

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

|            |  | Yes | No |
|------------|--|-----|----|
| <b>10a</b> | Does the organization have local chapters, branches, or affiliates? . . . . .  |     | No |
| <b>10b</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? . . . . .   |     |    |
| <b>11</b>  | Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?   | Yes |    |
| <b>11A</b> | Describe in Schedule O the process, if any, used by the organization to review the Form 990 . . . . .  |     |    |
| <b>12a</b> | Does the organization have a written conflict of interest policy? If "No," go to line 13 . . . . .   | Yes |    |
| <b>12b</b> | Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .  | Yes |    |
| <b>12c</b> | Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done . . . . .   | Yes |    |
| <b>13</b>  | Does the organization have a written whistleblower policy? . . . . .   | Yes |    |
| <b>14</b>  | Does the organization have a written document retention and destruction policy? . . . . .  | Yes |    |
| <b>15</b>  | 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?   |     |    |
| <b>15a</b> | The organization's CEO, Executive Director, or top management official . . . . .   | Yes |    |
| <b>15b</b> | Other officers or key employees of the organization . . . . .<br>If "Yes" to line a or b, describe the process in Schedule O (See instructions )   | Yes |    |
| <b>16a</b> | Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? . . . . .  | Yes |    |
| <b>16b</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? . . . . . | Yes |    |

**Section C. Disclosure**

|           |  |
|-----------|--|
| <b>17</b> | List the States with which a copy of this Form 990 is required to be filed <input type="checkbox"/> VA   |
| <b>18</b> | 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.<br><input type="checkbox"/> Own website <input checked="" type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request |
| <b>19</b> | 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.   |
| <b>20</b> | State the name, physical address, and telephone number of the person who possesses the books and records of the organization <input type="checkbox"/><br>WATER ENVIRONMENT FEDERATION<br>601 WYTHE STREET<br>ALEXANDRIA, VA 22314<br>(703) 684-2400  |



|                 |           |   |         |
|-----------------|-----------|---|---------|
| <b>1b Total</b> | 1,564,863 | 0 | 249,275 |
|-----------------|-----------|---|---------|

**2** Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization **▶**13

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

**Section B. Independent Contractors**

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

| (A)<br>Name and business address                                      | (B)<br>Description of services      | (C)<br>Compensation |
|---|-------------------------------------|---------------------|
| brightkey<br>9050 junction drive<br>annapolis JUNCTION, MD 20701      | Processing and storage of inventory | 310,365             |
| TMA RESOURCES<br>1919 GALLOWS RD SUITE 400<br>VIENNA, VA 22182        | COMPUTER SERVICE                    | 260,595             |
| marketing general<br>209 madison street<br>alexandria, VA 22314       | MEMBERSHIP MARKETING                | 196,168             |
| thomas brun<br>148 aviation lane ste 307<br>latrobe, PA 15650         | ADVERTISING AGENCY                  | 149,169             |
| EUGENE DEMICHELE<br>3491 JAMES MADISON HIGHWAY<br>HAYMARKET, VA 20169 | BIOSOLID GRANTS                     | 130,000             |

**2** Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization **▶**5

**Part VIII Statement of Revenue**

|   |  |  | (A)<br>Total revenue                               | (B)<br>Related or<br>exempt<br>function<br>revenue | (C)<br>Unrelated<br>business<br>revenue | (D)<br>Revenue<br>excluded from<br>tax under<br>sections<br>512, 513, or<br>514 |         |
|---|--|--|--|--|---|---|---------|
| <b>Contributions, gifts, grants and other similar amounts</b> | <b>1a</b>  | Federated campaigns . . . . . <b>1a</b>  |  |  |   |   |         |
|   | <b>b</b>   | Membership dues . . . . . <b>1b</b>  |  |  |   |   |         |
|   | <b>c</b>   | Fundraising events . . . . . <b>1c</b>   |  |  |   |   |         |
|   | <b>d</b>   | Related organizations . . . . . <b>1d</b>  |  |  |   |   |         |
|   | <b>e</b>   | Government grants (contributions) . . . . . <b>1e</b>  |  |  | 891,599                                 |   |         |
|   | <b>f</b>   | All other contributions, gifts, grants, and similar amounts not included above . . . . . <b>1f</b> |  |  | 563,580                                 |   |         |
|   | <b>g</b>   | Noncash contributions included in lines 1a-1f \$ _____   |  |  |   |   |         |
|   | <b>h</b>   | <b>Total.</b> Add lines 1a-1f . . . . . <b>▶</b>   |  | 1,455,179  |   |   |         |
| <b>Program Service Revenue</b>                                | <b>2a</b>  | CONFERENCES & SEMINARS   | 900,099  | 12,002,779   | 1,546,402                               | 10,456,377  |         |
|   | <b>b</b>   | MEMBERSHIP DUES  | 900,099  | 2,975,849  | 2,975,849                               |   |         |
|   | <b>c</b>   | ADVERTISING  | 541,800  | 2,206,955  | 2,206,955                               |   |         |
|   | <b>d</b>   | SUBSCRIPTIONS  | 900,099  | 663,050  | 663,050                                 |   |         |
|   | <b>e</b>   |  |  |  |   |   |         |
|   | <b>f</b>   | All other program service revenue  |  |  |   |   |         |
|   | <b>g</b>   | <b>Total.</b> Add lines 2a-2f . . . . . <b>▶</b>   |  | 17,848,633   |   |   |         |
| <b>Other Revenue</b>  | <b>3</b>   | Investment income (including dividends, interest and other similar amounts) . . . . . <b>▶</b>     |  | 381,091  |   | 381,091   |         |
|   | <b>4</b>   | Income from investment of tax-exempt bond proceeds . . . . . <b>▶</b>                              |  |  |   |   |         |
|   | <b>5</b>   | Royalties . . . . . <b>▶</b>   |  |  |   |   |         |
|   | <b>6a</b>  | Gross Rents  | (i) Real   |  |   |   |         |
|   |  |  | (ii) Personal                                      |  |   |   |         |
|   |  |  |  |  |   |   |         |
|   |  |  |  |  |   |   |         |
|   | <b>b</b>   | Less rental expenses   |  |  |   |   |         |
|   | <b>c</b>   | Rental income or (loss)  |  |  |   |   |         |
|   | <b>d</b>   | Net rental income or (loss) . . . . . <b>▶</b>   |  |  |   |   |         |
|   | <b>7a</b>  | Gross amount from sales of assets other than inventory   | (i) Securities                                     |  |   |   |         |
|   |  |  | (ii) Other   |  |   |   |         |
|   |  |  |  |  |   |   |         |
|   |  |  |  |  |   |   |         |
| <b>b</b>  | Less cost or other basis and sales expenses  |  |  |  |   |   |         |
| <b>c</b>  | Gain or (loss)   |  |  |  |   |   |         |
| <b>d</b>  | Net gain or (loss) . . . . . <b>▶</b>  |  |  |  |   |   |         |
| <b>8a</b>   | Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 . . . . . <b>a</b> |  |  |  |   |   |         |
|   |  |  |  |  |   |   |         |
|   |  |  |  |  |   |   |         |
| <b>b</b>  | Less direct expenses . . . . . <b>b</b>  |  |  |  |   |   |         |
| <b>c</b>  | Net income or (loss) from fundraising events . . . . . <b>▶</b>  |  |  |  |   |   |         |
| <b>9a</b>   | Gross income from gaming activities See Part IV, line 19 . . . . . <b>a</b>  |  |  |  |   |   |         |
|   |  |  |  |  |   |   |         |
|   |  |  |  |  |   |   |         |
| <b>b</b>  | Less direct expenses . . . . . <b>b</b>  |  |  |  |   |   |         |
| <b>c</b>  | Net income or (loss) from gaming activities . . . . . <b>▶</b>   |  |  |  |   |   |         |
| <b>10a</b>  | Gross sales of inventory, less returns and allowances . . . . . <b>a</b>   |  |  |  |   |   |         |
|   |  |  | 668,527  |  |   |   |         |
|   |  |  |  |  |   |   |         |
| <b>b</b>  | Less cost of goods sold . . . . . <b>b</b>   |  | 215,250  |  |   |   |         |
| <b>c</b>  | Net income or (loss) from sales of inventory . . . . . <b>▶</b>  |  | 453,277  | 453,277  |   |   |         |
|   | Miscellaneous Revenue  | Business Code  |  |  |   |   |         |
| <b>11a</b>  | WEBPAGE ADVERTISING  |  | 900,004  | 309,603  | 309,603                                 |   |         |
|   |  | <b>b</b>   | affinity royalties                                 | 900,099  | 110,582                                 |   | 110,582 |
|   |  | <b>c</b>   |  |  |   |   |         |
|   |  | <b>d</b>   | All other revenue . . . . .                        |  | 90,979                                  |   | 90,979  |
|   |  | <b>e</b>   | <b>Total.</b> Add lines 11a-11d . . . . . <b>▶</b> |  | 511,164                                 |   |         |
| <b>12</b>   | <b>Total revenue.</b> See Instructions . . . . . <b>▶</b>  |  | 20,649,344   | 5,638,578  | 2,516,558                               | 11,039,029  |         |

**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)<br>Total expenses | (B)<br>Program service expenses | (C)<br>Management and general expenses | (D)<br>Fundraising expenses |
|--|--|-----------------------|---------------------------------|--|-----------------------------|
| <b>1</b>   | Grants and other assistance to governments and organizations in the U S See Part IV, line 21   |                       |                                 |  |                             |
| <b>2</b>   | Grants and other assistance to individuals in the U S See Part IV, line 22   | 25,000                | 25,000                          |  |                             |
| <b>3</b>   | Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16  |                       |                                 |  |                             |
| <b>4</b>   | Benefits paid to or for members  |                       |                                 |  |                             |
| <b>5</b>   | Compensation of current officers, directors, trustees, and key employees . . . . .   | 937,818               | 543,466                         | 394,352                                |                             |
| <b>6</b>   | Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .  |                       |                                 |  |                             |
| <b>7</b>   | Other salaries and wages   | 6,165,388             | 4,049,696                       | 2,115,692                              |                             |
| <b>8</b>   | Pension plan contributions (include section 401(k) and section 403(b) employer contributions) . . . . .  | 627,168               |                                 | 627,168                                |                             |
| <b>9</b>   | Other employee benefits . . . . .  | 870,711               |                                 | 870,711                                |                             |
| <b>10</b>  | Payroll taxes . . . . .  | 511,456               | 258,831                         | 252,625                                |                             |
| <b>11</b>  | Fees for services (non-employees)  |                       |                                 |  |                             |
| <b>a</b>   | Management . . . . .   |                       |                                 |  |                             |
| <b>b</b>   | Legal . . . . .  | 3,811                 | 420                             | 3,391                                  |                             |
| <b>c</b>   | Accounting . . . . .   | 49,610                | 5,110                           | 44,500                                 |                             |
| <b>d</b>   | Lobbying . . . . .   |                       |                                 |  |                             |
| <b>e</b>   | Professional fundraising See Part IV, line 17 . . . . .  |                       |                                 |  |                             |
| <b>f</b>   | Investment management fees . . . . .   |                       |                                 |  |                             |
| <b>g</b>   | Other . . . . .  |                       |                                 |  |                             |
| <b>12</b>  | Advertising and promotion . . . . .  | 872,136               | 813,392                         | 58,744                                 |                             |
| <b>13</b>  | Office expenses . . . . .  | 1,594,948             | 940,045                         | 654,903                                |                             |
| <b>14</b>  | Information technology . . . . .   | 278,878               | 102,428                         | 176,450                                |                             |
| <b>15</b>  | Royalties . . . . .  | 8,749                 | 8,749                           |  |                             |
| <b>16</b>  | Occupancy . . . . .  | 1,310,244             | 1,086,387                       | 223,857                                |                             |
| <b>17</b>  | Travel . . . . .   | 1,609,608             | 1,444,892                       | 164,716                                |                             |
| <b>18</b>  | Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .   |                       |                                 |  |                             |
| <b>19</b>  | Conferences, conventions, and meetings . . . . .   | 1,409,307             | 1,270,525                       | 138,782                                |                             |
| <b>20</b>  | Interest . . . . .   | 82,054                |                                 | 82,054                                 |                             |
| <b>21</b>  | Payments to affiliates . . . . .   |                       |                                 |  |                             |
| <b>22</b>  | Depreciation, depletion, and amortization . . . . .  | 769,391               |                                 | 769,391                                |                             |
| <b>23</b>  | Insurance . . . . .  | 278,072               | 98,669                          | 179,403                                |                             |
| <b>24</b>  | 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 )  |                       |                                 |  |                             |
| <b>a</b>   | OUTSIDE SERVICES   | 2,001,232             | 705,026                         | 1,296,206                              |                             |
| <b>b</b>   | MISCELLANEOUS  | 509,893               | 88,398                          | 421,495                                |                             |
| <b>c</b>   | BAD DEBT EXPENSE   | 134,553               |                                 | 134,553                                |                             |
| <b>d</b>   | AWARDS   | 123,697               | 104,156                         | 19,541                                 |                             |
| <b>e</b>   | taxes  | 97,981                |                                 | 97,981                                 |                             |
| <b>f</b>   | All other expenses   | 106,379               | 106,379                         |  |                             |
| <b>25</b>  | <b>Total functional expenses.</b> Add lines 1 through 24f  | 20,378,084            | 11,651,569                      | 8,726,515                              | 0                           |
| <b>26</b>  | <b>Joint costs.</b> Check here <input type="checkbox"/> if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation |                       |                                 |  |                             |

**Part X Balance Sheet**

|   |  | (A)               |            | (B)         |
|---|--|-------------------|------------|-------------|
|   |  | Beginning of year |            | End of year |
| <b>Assets</b>   | <b>1</b> Cash—non-interest-bearing . . . . .   | 1,146,670         | <b>1</b>   | 421,670     |
|   | <b>2</b> Savings and temporary cash investments . . . . .  | 5,242,782         | <b>2</b>   | 5,160,666   |
|   | <b>3</b> Pledges and grants receivable, net . . . . .  |                   | <b>3</b>   |             |
|   | <b>4</b> Accounts receivable, net . . . . .  | 1,314,229         | <b>4</b>   | 1,458,276   |
|   | <b>5</b> Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L . . . . .                   |                   | <b>5</b>   |             |
|   | <b>6</b> 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 . . . . .      |                   | <b>6</b>   |             |
|   | <b>7</b> Notes and loans receivable, net . . . . .   | 115,000           | <b>7</b>   | 101,583     |
|   | <b>8</b> Inventories for sale or use . . . . .   | 767,716           | <b>8</b>   | 785,324     |
|   | <b>9</b> Prepaid expenses and deferred charges . . . . .   | 2,032,090         | <b>9</b>   | 2,311,020   |
|   | <b>10a</b> Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D . . . . .  | 14,739,160        |            |             |
|   | <b>b</b> Less accumulated depreciation . . . . .   | 9,437,319         | <b>10c</b> | 5,301,841   |
|   | <b>11</b> Investments—publicly traded securities . . . . .   | 4,863,011         | <b>11</b>  | 6,655,283   |
|   | <b>12</b> Investments—other securities. See Part IV, line 11 . . . . .   |                   | <b>12</b>  |             |
|   | <b>13</b> Investments—program-related. See Part IV, line 11 . . . . .  | 372,084           | <b>13</b>  | 427,402     |
|   | <b>14</b> Intangible assets . . . . .  |                   | <b>14</b>  |             |
|   | <b>15</b> Other assets. See Part IV, line 11 . . . . .   | 42,509            | <b>15</b>  | 28,612      |
| <b>16 Total assets.</b> Add lines 1 through 15 (must equal line 34) . . . . . | 21,241,302   | <b>16</b>         | 22,651,677 |             |
| <b>Liabilities</b>  | <b>17</b> Accounts payable and accrued expenses . . . . .  | 1,889,574         | <b>17</b>  | 1,743,093   |
|   | <b>18</b> Grants payable . . . . .   |                   | <b>18</b>  |             |
|   | <b>19</b> Deferred revenue . . . . .   | 11,277,928        | <b>19</b>  | 12,460,901  |
|   | <b>20</b> Tax-exempt bond liabilities . . . . .  |                   | <b>20</b>  |             |
|   | <b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D . . . . .  |                   | <b>21</b>  |             |
|   | <b>22</b> Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L . . . . . |                   | <b>22</b>  |             |
|   | <b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .   |                   | <b>23</b>  |             |
|   | <b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .   | 1,550,054         | <b>24</b>  | 1,350,054   |
|   | <b>25</b> Other liabilities. Complete Part X of Schedule D . . . . .   | 263,321           | <b>25</b>  | 227,799     |
|   | <b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .   | 14,980,877        | <b>26</b>  | 15,781,847  |
| <b>Net Assets or Fund Balances</b>  | <b>Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b>   |                   |            |             |
|   | <b>27</b> Unrestricted net assets . . . . .  | 6,260,425         | <b>27</b>  | 6,869,830   |
|   | <b>28</b> Temporarily restricted net assets . . . . .  |                   | <b>28</b>  |             |
|   | <b>29</b> Permanently restricted net assets . . . . .  |                   | <b>29</b>  |             |
|   | <b>Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.</b>  |                   |            |             |
|   | <b>30</b> Capital stock or trust principal, or current funds . . . . .   |                   | <b>30</b>  |             |
|   | <b>31</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .  |                   | <b>31</b>  |             |
|   | <b>32</b> Retained earnings, endowment, accumulated income, or other funds . . . . .   |                   | <b>32</b>  |             |
| <b>33</b> Total net assets or fund balances . . . . .                         | 6,260,425  | <b>33</b>         | 6,869,830  |             |
| <b>34</b> Total liabilities and net assets/fund balances . . . . .            | 21,241,302   | <b>34</b>         | 22,651,677 |             |

**Part XI Financial Statements and Reporting**

|           |  | Yes | No |
|-----------|--|-----|----|
| <b>1</b>  | Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____<br>If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O  |     |    |
| <b>2a</b> | Were the organization's financial statements compiled or reviewed by an independent accountant? . . .  |     | No |
| <b>2b</b> | Were the organization's financial statements audited by an independent accountant? . . . . .   | Yes |    |
| <b>2c</b> | If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?<br>If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O . . . . | Yes |    |
| <b>d</b>  | If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both<br><input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separated basis                     |     |    |
| <b>3a</b> | As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? . . . . .   | Yes |    |
| <b>3b</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)

**Public Charity Status and Public Support**

**2009**

**Open to Public Inspection**

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.

Department of the Treasury  
Internal Revenue Service

Name of the organization  
Water Environment Federation

Employer identification number

53-0225129

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

**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 |
|--|----------|----------|----------|----------|----------|-----------|
| <b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")   |          |          |          |          |          |           |
| <b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf   |          |          |          |          |          |           |
| <b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge   |          |          |          |          |          |           |
| <b>4 Total.</b> Add lines 1 through 3  |          |          |          |          |          |           |
| <b>5</b> 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) |          |          |          |          |          |           |
| <b>6 Public Support.</b> Subtract line 5 from line 4   |          |          |          |          |          |           |

**Section B. Total Support**

| Calendar year (or fiscal year beginning in)   | (a) 2005 | (b) 2006 | (c) 2007 | (d) 2008 | (e) 2009 | (f) Total |
|---|----------|----------|----------|----------|----------|-----------|
| <b>7</b> Amounts from line 4  |          |          |          |          |          |           |
| <b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources |          |          |          |          |          |           |
| <b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on                             |          |          |          |          |          |           |
| <b>10</b> Other income (Explain in Part IV ) Do not include gain or loss from the sale of capital assets                                |          |          |          |          |          |           |
| <b>11 Total support</b> (Add lines 7 through 10)  |          |          |          |          |          |           |

**12** Gross receipts from related activities, etc (See instructions ) 12

**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

**15** Public Support Percentage for 2008 Schedule A, Part II, line 14 15

**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 III Support 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   |
|---|------------|------------|------------|------------|------------|-------------|
| <b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")  | 2,516,934  | 2,272,489  | 1,370,382  | 1,057,395  | 1,455,179  | 8,672,379   |
| <b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose | 15,971,667 | 18,128,984 | 21,126,376 | 20,316,673 | 17,831,317 | 93,375,017  |
| <b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513   |            |            |            |            |            |             |
| <b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf  |            |            |            |            |            |             |
| <b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge  |            |            |            |            |            |             |
| <b>6 Total.</b> Add lines 1 through 5   | 18,488,601 | 20,401,473 | 22,496,758 | 21,374,068 | 19,286,496 | 102,047,396 |
| <b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons  |            |            |            |            |            | 0           |
| <b>b</b> Amounts 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           |            |            |            |            |            | 0           |
| <b>c</b> Add lines 7a and 7b  |            |            |            |            |            | 0           |
| <b>8 Public Support</b> (Subtract line 7c from line 6)  |            |            |            |            |            | 102,047,396 |

**Section B. Total Support**

| Calendar year (or fiscal year beginning in)  | (a) 2005   | (b) 2006   | (c) 2007   | (d) 2008   | (e) 2009   | (f) Total   |
|--|------------|------------|------------|------------|------------|-------------|
| <b>9</b> Amounts from line 6   | 18,488,601 | 20,401,473 | 22,496,758 | 21,374,068 | 19,286,496 | 102,047,396 |
| <b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources  | 410,849    | 137,218    | 580,674    | 530,337    | 381,091    | 2,040,169   |
| <b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975   |            |            |            |            |            |             |
| <b>c</b> Add lines 10a and 10b   | 410,849    | 137,218    | 580,674    | 530,337    | 381,091    | 2,040,169   |
| <b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  |            |            |            |            |            |             |
| <b>12</b> Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV.)   | 374,744    | 421,586    | 488,504    | 350,929    | 528,480    | 2,164,243   |
| <b>13 Total support</b> (Add lines 9, 10c, 11 and 12)  | 19,274,194 | 20,960,277 | 23,565,936 | 22,255,334 | 20,196,067 | 106,251,808 |
| <b>14 First Five Years</b> 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 <b>stop here</b> <input type="checkbox"/> |            |            |            |            |            |             |

**Section C. Computation of Public Support Percentage**

|  |           |          |
|--|-----------|----------|
| <b>15</b> Public Support Percentage for 2009 (line 8 column (f) divided by line 13 column (f)) | <b>15</b> | 96.040 % |
| <b>16</b> Public support percentage from 2008 Schedule A, Part III, line 15                    | <b>16</b> | 96.060 % |

**Section D. Computation of Investment Income Percentage**

|  |           |         |
|--|-----------|---------|
| <b>17</b> Investment income percentage for <b>2009</b> (line 10c column (f) divided by line 13 column (f)) | <b>17</b> | 1.920 % |
| <b>18</b> Investment income percentage from <b>2008</b> Schedule A, Part III, line 17                      | <b>18</b> | 1.940 % |

**19a 33 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

**b 33 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

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

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**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

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**SCHEDULE C**  
(Form 990 or 990-EZ)

**Political Campaign and Lobbying Activities**

OMB No 1545-0047

**For Organizations Exempt From Income Tax Under section 501(c) and section 527**

**2009**

Department of the Treasury  
Internal Revenue Service

▶ **Complete if the organization is described below.**

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

**Open to Public Inspection**

**If the organization answered "Yes," to Form 990, Part IV, Line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities), then**

- Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations Complete Part I-A only

**If the organization answered "Yes," to Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then**

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

**If the organization answered "Yes," to Form 990, Part IV, Line 5 (Proxy Tax) or Form 990-EZ, line 35a (regarding proxy tax), then**

- Section 501(c)(4), (5), or (6) organizations Complete Part III

|  |  |
|--|--|
| Name of the organization<br>Water Environment Federation | Employer identification number<br>53-0225129 |
|--|--|

**Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.**

- 1** Provide a description of the organization's direct and indirect political campaign activities in Part IV
- 2** Political expenditures ▶ \$ \_\_\_\_\_
- 3** Volunteer hours \_\_\_\_\_

**Part I-B Complete if the organization is exempt under section 501(c)(3).**

- 1** Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ \_\_\_\_\_ 0
- 2** Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ \_\_\_\_\_ 0
- 3** If the organization incurred a section 4955 tax, did it file Form 4720 for this year?  Yes  No
- 4a** Was a correction made?  Yes  No
- b** If "Yes," describe in Part IV

**Part I-C Complete if the organization is exempt under section 501(c) except section 501(c)(3).**

- 1** Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ \_\_\_\_\_
- 2** Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ \_\_\_\_\_
- 3** Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$ \_\_\_\_\_
- 4** Did the filing organization file **Form 1120-POL** for this year?  Yes  No
- 5** State the names, addresses and employer identification number (EIN) of all section 527 political organizations to which payments were made For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

| (a) Name | (b) Address | (c) EIN | (d) Amount paid from filing organization's funds If none, enter -0- | (e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0- |
|----------|-------------|---------|---|--|
|          |             |         |   |  |
|          |             |         |   |  |
|          |             |         |   |  |
|          |             |         |   |  |
|          |             |         |   |  |
|          |             |         |   |  |
|          |             |         |   |  |
|          |             |         |   |  |
|          |             |         |   |  |
|          |             |         |   |  |

**Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

- A** Check  if the filing organization belongs to an affiliated group  
**B** Check  if the filing organization checked box A and "limited control" provisions apply

| <b>Limits on Lobbying Expenditures</b><br>(The term "expenditures" means amounts paid or incurred.)   |   | (a) Filing Organization's Totals                                       | (b) Affiliated Group Totals               |                    |                              |   |   |   |   |  |  |                   |             |  |  |
|---|---|--|---|--------------------|------------------------------|---|---|---|---|--|--|-------------------|-------------|--|--|
| <b>1a</b>   | Total lobbying expenditures to influence public opinion (grass roots lobbying)  | 0  | 0   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>b</b>  | Total lobbying expenditures to influence a legislative body (direct lobbying)   | 12,500   |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>c</b>  | Total lobbying expenditures (add lines 1a and 1b)   | 12,500   | 0   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>d</b>  | Other exempt purpose expenditures   | 20,580,834   |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>e</b>  | Total exempt purpose expenditures (add lines 1c and 1d)   | 20,593,334   | 0   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>f</b>  | Lobbying nontaxable amount Enter the amount from the following table in both columns  | 1,000,000  | 0   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;"><b>If the amount on line 1e, column (a) or (b) is:</b></th> <th style="width: 50%;"><b>The lobbying nontaxable amount is:</b></th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table> |   | <b>If the amount on line 1e, column (a) or (b) is:</b>                 | <b>The lobbying nontaxable amount is:</b> | Not over \$500,000 | 20% of the amount on line 1e | Over \$500,000 but not over \$1,000,000 | \$100,000 plus 15% of the excess over \$500,000 | Over \$1,000,000 but not over \$1,500,000 | \$175,000 plus 10% of the excess over \$1,000,000 | Over \$1,500,000 but not over \$17,000,000 | \$225,000 plus 5% of the excess over \$1,500,000 | Over \$17,000,000 | \$1,000,000 |  |  |
| <b>If the amount on line 1e, column (a) or (b) is:</b>  | <b>The lobbying nontaxable amount is:</b>   |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| Not over \$500,000  | 20% of the amount on line 1e  |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| Over \$500,000 but not over \$1,000,000   | \$100,000 plus 15% of the excess over \$500,000   |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| Over \$1,000,000 but not over \$1,500,000   | \$175,000 plus 10% of the excess over \$1,000,000   |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| Over \$1,500,000 but not over \$17,000,000  | \$225,000 plus 5% of the excess over \$1,500,000  |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| Over \$17,000,000   | \$1,000,000   |  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>g</b>  | Grassroots nontaxable amount (enter 25% of line 1f)   | 250,000  | 0   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>h</b>  | Subtract line 1g from line 1a If zero or less, enter -0-  | 0  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>i</b>  | Subtract line 1f from line 1c If zero or less, enter -0-  | 0  |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |
| <b>j</b>  | If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? | <input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b> |   |                    |                              |   |   |   |   |  |  |                   |             |  |  |

**4-Year Averaging Period Under Section 501(h)**  
 (Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f on page 4.)

| <b>Lobbying Expenditures During 4-Year Averaging Period</b>      |           |           |           |           |           |
|--|-----------|-----------|-----------|-----------|-----------|
| Calendar year (or fiscal year beginning in)                      | (a) 2006  | (b) 2007  | (c) 2008  | (d) 2009  | (e) Total |
| <b>2a</b> Lobbying non-taxable amount                            | 1,000,000 | 1,000,000 | 1,000,000 | 1,000,000 | 4,000,000 |
| <b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))    |           |           |           |           | 6,000,000 |
| <b>c</b> Total lobbying expenditures                             | 15,000    | 17,628    | 7,500     | 12,500    | 52,628    |
| <b>d</b> Grassroots non-taxable amount                           | 250,000   | 250,000   | 250,000   | 250,000   | 1,000,000 |
| <b>e</b> Grassroots ceiling amount (150% of line 2d, column (e)) |           |           |           |           | 1,500,000 |
| <b>f</b> Grassroots lobbying expenditures                        |           | 2,628     |           |           | 2,628     |

**Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).**

|   | (a) |    | (b)    |
|---|-----|----|--------|
|   | Yes | No | Amount |
| <b>1</b> During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of |     |    |        |
| <b>a</b> Volunteers?  |     |    |        |
| <b>b</b> Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?   |     |    |        |
| <b>c</b> Media advertisements?  |     |    |        |
| <b>d</b> Mailings to members, legislators, or the public?   |     |    |        |
| <b>e</b> Publications, or published or broadcast statements?  |     |    |        |
| <b>f</b> Grants to other organizations for lobbying purposes?   |     |    |        |
| <b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body?  |     |    |        |
| <b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?  |     |    |        |
| <b>i</b> Other activities? If "Yes," describe in Part IV  |     |    |        |
| <b>j</b> Total lines 1c through 1i  |     |    |        |
| <b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?   |     |    |        |
| <b>b</b> If "Yes," enter the amount of any tax incurred under section 4912  |     |    |        |
| <b>c</b> If "Yes," enter the amount of any tax incurred by organization managers under section 4912   |     |    |        |
| <b>d</b> If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?   |     |    |        |

**Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

|   | Yes      | No |
|---|----------|----|
| <b>1</b> Were substantially all (90% or more) dues received nondeductible by members?                     | <b>1</b> |    |
| <b>2</b> Did the organization make only in-house lobbying expenditures of \$2,000 or less?                | <b>2</b> |    |
| <b>3</b> Did the organization agree to carryover lobbying and political expenditures from the prior year? | <b>3</b> |    |

**Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered "No" OR if Part III-A, line 3 is answered "Yes".**

|   |           |  |
|---|-----------|--|
| <b>1</b> Dues, assessments and similar amounts from members   | <b>1</b>  |  |
| <b>2</b> Section 162(e) non-deductible lobbying and political expenditures ( <b>do not include amounts of political expenses for which the section 527(f) tax was paid</b> ).   |           |  |
| <b>a</b> Current year   | <b>2a</b> |  |
| <b>b</b> Carryover from last year   | <b>2b</b> |  |
| <b>c</b> Total  | <b>2c</b> |  |
| <b>3</b> Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues  | <b>3</b>  |  |
| <b>4</b> If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year? | <b>4</b>  |  |
| <b>5</b> Taxable amount of lobbying and political expenditures (see instructions)   | <b>5</b>  |  |

**Part IV Supplemental Information**

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1. Also, complete this part for any additional information.

| Identifier | Return Reference | Explanation |
|------------|------------------|-------------|
|            |                  |             |

SCHEDULE D (Form 990)

OMB No 1545-0047

Supplemental Financial Statements

2009

Open to Public Inspection

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.

Department of the Treasury Internal Revenue Service

Name of the organization Water Environment Federation

Employer identification number 53-0225129

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4: Total number at end of year, Aggregate contributions to (during year), Aggregate grants from (during year), 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?
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?

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, Protection of natural habitat, Preservation of open space, Preservation of an historically important land area, Preservation of a certified historic structure.

2 Complete lines 2a-2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

Table with 2 columns: Description, Held at the End of the Year. Rows 2a-2d: Total number of conservation easements, Total acreage restricted by conservation easements, Number of conservation easements on a certified historic structure included in (a), 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?
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)?
9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

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

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

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

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

- a**  Public exhibition
- b**  Scholarly research
- c**  Preservation for future generations
- d**  Loan or exchange programs
- e**  Other

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

**5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

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

**1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No

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

|           | Amount |
|-----------|--------|
| <b>1c</b> |        |
| <b>1d</b> |        |
| <b>1e</b> |        |
| <b>1f</b> |        |

**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 |
|---|------------------|----------------|--------------------|----------------------|---------------------|
| <b>1a</b> Beginning of year balance . . . . .                     |                  |                |                    |                      |                     |
| <b>b</b> Contributions . . . . .                                  |                  |                |                    |                      |                     |
| <b>c</b> Investment earnings or losses . . . . .                  |                  |                |                    |                      |                     |
| <b>d</b> Grants or scholarships . . . . .                         |                  |                |                    |                      |                     |
| <b>e</b> Other expenditures for facilities and programs . . . . . |                  |                |                    |                      |                     |
| <b>f</b> Administrative expenses . . . . .                        |                  |                |                    |                      |                     |
| <b>g</b> 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

|  | Yes           | No |
|--|---------------|----|
| <b>(i)</b> unrelated organizations . . . . .   | <b>3a(i)</b>  |    |
| <b>(ii)</b> related organizations . . . . .  | <b>3a(ii)</b> |    |
| <b>b</b> If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? . . . . . | <b>3b</b>     |    |

**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 |
|---|--------------------------------------|---------------------------------|------------------------------|----------------|
| <b>1a</b> Land . . . . .  |                                      | 792,248                         |                              | 792,248        |
| <b>b</b> Buildings . . . . .  |                                      | 3,640,149                       | 2,216,873                    | 1,423,276      |
| <b>c</b> Leasehold improvements . . . . .   |                                      | 3,528,037                       | 2,014,649                    | 1,513,388      |
| <b>d</b> Equipment . . . . .  |                                      | 6,778,726                       | 5,205,797                    | 1,572,929      |
| <b>e</b> Other . . . . .  |                                      |                                 |                              | 0              |
| <b>Total.</b> Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) |                                      |                                 |                              | 5,301,841      |



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

|           |   |           |            |
|-----------|---|-----------|------------|
| <b>1</b>  | Total revenue (Form 990, Part VIII, column (A), line 12)                        | <b>1</b>  | 20,649,344 |
| <b>2</b>  | Total expenses (Form 990, Part IX, column (A), line 25)                         | <b>2</b>  | 20,378,084 |
| <b>3</b>  | Excess or (deficit) for the year Subtract line 2 from line 1                    | <b>3</b>  | 271,260    |
| <b>4</b>  | Net unrealized gains (losses) on investments                                    | <b>4</b>  | 338,145    |
| <b>5</b>  | Donated services and use of facilities  | <b>5</b>  |            |
| <b>6</b>  | Investment expenses   | <b>6</b>  |            |
| <b>7</b>  | Prior period adjustments  | <b>7</b>  |            |
| <b>8</b>  | Other (Describe in Part XIV)  | <b>8</b>  |            |
| <b>9</b>  | Total adjustments (net) Add lines 4 - 8   | <b>9</b>  | 338,145    |
| <b>10</b> | Excess or (deficit) for the year per financial statements Combine lines 3 and 9 | <b>10</b> | 609,405    |

**Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return**

|          |   |           |  |
|----------|---|-----------|--|
| <b>1</b> | Total revenue, gains, and other support per audited financial statements . . . . .                        | <b>1</b>  |  |
| <b>2</b> | Amounts included on line 1 but not on Form 990, Part VIII, line 12  |           |  |
| <b>a</b> | Net unrealized gains on investments . . . . .   | <b>2a</b> |  |
| <b>b</b> | Donated services and use of facilities . . . . .  | <b>2b</b> |  |
| <b>c</b> | Recoveries of prior year grants . . . . .   | <b>2c</b> |  |
| <b>d</b> | Other (Describe in Part XIV) . . . . .  | <b>2d</b> |  |
| <b>e</b> | Add lines <b>2a</b> through <b>2d</b> . . . . .   | <b>2e</b> |  |
| <b>3</b> | Subtract line <b>2e</b> from line <b>1</b> . . . . .  | <b>3</b>  |  |
| <b>4</b> | Amounts included on Form 990, Part VIII, line 12, but not on line <b>1</b>                                |           |  |
| <b>a</b> | Investment expenses not included on Form 990, Part VIII, line 7b . . . . .                                | <b>4a</b> |  |
| <b>b</b> | Other (Describe in Part XIV) . . . . .  | <b>4b</b> |  |
| <b>c</b> | Add lines <b>4a</b> and <b>4b</b> . . . . .   | <b>4c</b> |  |
| <b>5</b> | Total Revenue Add lines <b>3</b> and <b>4c</b> . (This should equal Form 990, Part I, line 12 ) . . . . . | <b>5</b>  |  |

**Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return**

|          |  |           |  |
|----------|--|-----------|--|
| <b>1</b> | Total expenses and losses per audited financial statements . . . . .                                       | <b>1</b>  |  |
| <b>2</b> | Amounts included on line 1 but not on Form 990, Part IX, line 25   |           |  |
| <b>a</b> | Donated services and use of facilities . . . . .   | <b>2a</b> |  |
| <b>b</b> | Prior year adjustments . . . . .   | <b>2b</b> |  |
| <b>c</b> | Other losses . . . . .   | <b>2c</b> |  |
| <b>d</b> | Other (Describe in Part XIV) . . . . .   | <b>2d</b> |  |
| <b>e</b> | Add lines <b>2a</b> through <b>2d</b> . . . . .  | <b>2e</b> |  |
| <b>3</b> | Subtract line <b>2e</b> from line <b>1</b> . . . . .   | <b>3</b>  |  |
| <b>4</b> | Amounts included on Form 990, Part IX, line 25, but not on line <b>1</b> :                                 |           |  |
| <b>a</b> | Investment expenses not included on Form 990, Part VIII, line 7b . . . . .                                 | <b>4a</b> |  |
| <b>b</b> | Other (Describe in Part XIV) . . . . .   | <b>4b</b> |  |
| <b>c</b> | Add lines <b>4a</b> and <b>4b</b> . . . . .  | <b>4c</b> |  |
| <b>5</b> | Total expenses Add lines <b>3</b> and <b>4c</b> . (This should equal Form 990, Part I, line 18 ) . . . . . | <b>5</b>  |  |

**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 | NO UNCERTAIN TAX POSITIONS UNDER FIN 48 DISCLOSURE WAS ADDRESSED IN THE FINANCIAL STATEMENT |

SCHEDULE F (Form 990)

Statement of Activities Outside the United States

OMB No 1545-0047

2009

Open to Public Inspection

Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16. Attach to Form 990. See separate instructions.

Department of the Treasury Internal Revenue Service

Name of the organization Water Environment Federation

Employer identification number 53-0225129

Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

1 For grantmakers. 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 For grantmakers. Describe in Part IV the organization's procedures for monitoring the use of grant funds outside the United States

3 Activities per Region (Use Schedule F-1 (Form 990) if additional space is needed)

Table with 6 columns: (a) Region, (b) Number of offices in the region, (c) Number of employees or agents in region, (d) Activities conducted in region (by type), (e) If activity listed in (d) is a program service, describe specific type of service(s) in region, (f) Total expenditures for region. Includes row for EUROPE and a Totals row.









**Part III Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 22.  
Use Schedule I-1 (Form 990) if additional space is needed.

| (a) Type of grant or assistance         | (b) Number of recipients | (c) Amount of cash grant | (d) Amount of non-cash assistance | (e) Method of valuation (book, FMV, appraisal, other) | (f) Description of non-cash assistance |
|---|--------------------------|--------------------------|-----------------------------------|---|--|
| WEF Canham Graduate Studies SCHOLARSHIP | 1                        | 25,000                   |                                   |   |  |
| See Additional Data Table               |                          |                          |                                   |   |  |
|   |                          |                          |                                   |   |  |
|   |                          |                          |                                   |   |  |
|   |                          |                          |                                   |   |  |
|   |                          |                          |                                   |   |  |
|   |                          |                          |                                   |   |  |
|   |                          |                          |                                   |   |  |

**Part IV Supplemental Information.** Complete this part to provide the information required in Part I, line 2, and any other additional information.

| Identifier                                 | Return Reference | Explanation   |
|--|------------------|---|
| Procedure for Monitoring Grants in the U S | Part I, Line 2   | Schedule I, Part I, Line 2 Once a scholarship recipient has been named, WEF verifies with the school that the student is enrolled for the fall semester, then again verifies the enrollment prior to send the check to the school If the student fails to enroll, the refund of tuition (scholarship) paid by WEF is refunded to WEF A new recipient is chosen each year, thus this process has to be established each year The scholarship is always paid directly to the school |
|  |                  |   |
|  |                  |   |
|  |                  |   |
|  |                  |   |
|  |                  |   |
|  |                  |   |

**Schedule J**  
**(Form 990)**

**Compensation Information**

OMB No 1545-0047

**2009**

**Open to Public Inspection**

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

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

**▶ Attach to Form 990. ▶ See separate instructions.**

Department of the Treasury  
Internal Revenue Service

**Name of the organization**  
Water Environment Federation

**Employer identification number**

53-0225129

**Part I Questions Regarding Compensation**

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

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

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

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

| (A) Name         |      | (B) Breakdown of W-2 and/or 1099-MISC compensation |                                     |                                     | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation reported in prior Form 990 or Form 990-EZ |
|------------------|------|--|-------------------------------------|-------------------------------------|--|-------------------------|---------------------------------|--|
|                  |      | (i) Base compensation                              | (ii) Bonus & incentive compensation | (iii) Other reportable compensation |  |                         |                                 |  |
| WILLIAM BERTERA  | (i)  | 303,551  | 0                                   | 0                                   | 25,865   | 13,520                  | 342,936                         | 276,368  |
|                  | (ii) | 0  | 0                                   | 0                                   | 0  | 0                       | 0                               | 0  |
| ARTHUR NUTTER    | (i)  | 129,088  | 0                                   | 0                                   | 13,258   | 11,600                  | 153,946                         | 126,447  |
|                  | (ii) | 0  | 0                                   | 0                                   | 0  | 0                       | 0                               | 0  |
| TIMOTHY RICKER   | (i)  | 185,787  | 0                                   | 0                                   | 18,399   | 6,605                   | 210,791                         | 180,265  |
|                  | (ii) | 0  | 0                                   | 0                                   | 0  | 0                       | 0                               | 0  |
| EILEEN O'NEILL   | (i)  | 160,091  | 0                                   | 0                                   | 15,997   | 14,654                  | 190,742                         | 154,157  |
|                  | (ii) | 0  | 0                                   | 0                                   | 0  | 0                       | 0                               | 0  |
| LINDA KELLY      | (i)  | 151,047  | 0                                   | 0                                   | 14,684   | 6,305                   | 172,036                         | 148,514  |
|                  | (ii) | 0  | 0                                   | 0                                   | 0  | 0                       | 0                               | 0  |
| JACK BENSON      | (i)  | 149,369  | 0                                   | 0                                   | 15,291   | 14,660                  | 179,320                         | 147,593  |
|                  | (ii) | 0  | 0                                   | 0                                   | 0  | 0                       | 0                               | 0  |
| TIMOTHY WILLIAMS | (i)  | 136,729  | 0                                   | 0                                   | 12,896   | 6,362                   | 155,987                         | 126,791  |
|                  | (ii) | 0  | 0                                   | 0                                   | 0  | 0                       | 0                               | 0  |
|                  |      |  |                                     |                                     |  |                         |                                 |  |
|                  |      |  |                                     |                                     |  |                         |                                 |  |
|                  |      |  |                                     |                                     |  |                         |                                 |  |
|                  |      |  |                                     |                                     |  |                         |                                 |  |
|                  |      |  |                                     |                                     |  |                         |                                 |  |
|                  |      |  |                                     |                                     |  |                         |                                 |  |
|                  |      |  |                                     |                                     |  |                         |                                 |  |
|                  |      |  |                                     |                                     |  |                         |                                 |  |

**Part III Supplemental Information**

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

| Identifier | Return Reference | Explanation |
|------------|------------------|-------------|
|------------|------------------|-------------|

**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**  
Water Environment Federation

**Employer identification number**

53-0225129

| Identifier                           | Return Reference | Explanation                              |
|--------------------------------------|------------------|--|
| Form 990, Part VI, Section A, line 6 |                  | WEF has individual and corporate members |

| Identifier                            | Return Reference | Explanation  |
|---------------------------------------|------------------|--|
| Form 990, Part VI, Section A, line 7a |                  | WEF Officers are selected by a Nominating Committee and recommended to the House of Delegates who approve the officers by majority vote Trustees are nominated by the President to serve three year terms and are confirmed by a majority vote of the House of Delegates |

| Identifier                            | Return Reference | Explanation   |
|---------------------------------------|------------------|---|
| Form 990, Part VI, Section A, line 7b |                  | Any proposed changes to WEF Articles of Incorporation or Constitution and Bylaws must be recommended by the Board of Trustees but must also be ratified by a quorum of voting members |

| Identifier                            | Return Reference | Explanation  |
|---------------------------------------|------------------|--|
| Form 990, Part VI, Section B, line 11 |                  | The Form 990 is drafted by WEFs outside accounting firm with information and input from WEFs Executive Director and Accounting Services Manager. The draft Form 990 is reviewed by WEFs Executive Director and President/CEO for accuracy. Once the WEF management team has approved the draft Form 990, the document is sent to the WEF Operations Work Group, which is a Board of Trustees task force, for its review. Approval of the Operations Work Group is required prior to submitting the Form 990 to Board of Trustees for final approval. Once the Board of Trustees approves the Form 990, it is then submitted to the Internal Revenue Service. |

| <b>Identifier</b>                      | <b>Return Reference</b> | <b>Explanation</b>   |
|--|-------------------------|--|
| Form 990, Part VI, Section B, line 12c |                         | Each new Board of Trustees is oriented on WEF Conflict of Interest policy. Every member signs a Conflict of Interest statement. At the beginning of every Board meeting, the Board members are reminded of their responsibility to acknowledge conflicts of interest when the agenda is being reviewed. WEF's Conflict of Interest policy is taken very seriously throughout the organization. |

| Identifier                            | Return Reference | Explanation   |
|---------------------------------------|------------------|---|
| Form 990, Part VI, Section B, line 15 |                  | Staff salaries are set by the Executive Director. Employees undergo a performance review. WEFs Human Resource Manager keeps abreast of personnel market conditions in the Greater Washington D C area. Staff salaries are set commensurate with performance, responsibility and market conditions but are ultimately approved by the Executive Director. The Executive Directors salary is set by the Board of Trustees. The Board seeks market information from the Human Resource manager. WEFs legal counsel assists the Board to assure that the procedures taken by the Board meets IRS regulations. |

| Identifier                            | Return Reference | Explanation   |
|---------------------------------------|------------------|---|
| Form 990, Part VI, Section C, line 19 |                  | WEF's financial information is available on the 990 and posted on the internet thru information sources like GuideStar WEF's policy also makes copies of WEF's documents available to direct requests made to WEF at it's office WEF's Constitution and Bylaws are printed annually as a "Board resource Guide" In addition, it is posted on WEF's website in a "member's only" section WEF views these documents as public documents and will provide them to any interested party who seek them, however, there have been very few requests |

| Identifier   | Return Reference             | Explanation  |
|--|------------------------------|--|
| Form 990 Part IV Question 12 and Part XI Question 2b | Audited financial statements | The Organization's financial statements are audited annually in accordance with generally accepted auditing standards as part of a consolidated group. Since the Organization owns 100% of a for-profit foreign subsidiary, the Organization is required under generally accepted accounting principles to issue consolidated financial statements. Therefore stand alone audited financial statements were not issued for the Organization as the parent entity. The for-profit foreign entity files Form 5471 as part of the Form 990-T. |

| Identifier | Return Reference | Explanation               |
|------------|------------------|---------------------------|
|            |                  | NO CHANGE FROM PRIOR YEAR |

**SCHEDULE R  
(Form 990)**

**Related Organizations and Unrelated Partnerships**

OMB No 1545-0047

**2009**

**Open to Public  
Inspection**

▶ **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.**

Department of the Treasury  
Internal Revenue Service

**Name of the organization**  
Water Environment Federation

**Employer identification number**

53-0225129

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

| (a)<br>Name, address, and EIN of disregarded entity | (b)<br>Primary activity | (c)<br>Legal domicile (state or foreign country) | (d)<br>Total income | (e)<br>End-of-year assets | (f)<br>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)<br>Name, address, and EIN of related organization | (b)<br>Primary activity | (c)<br>Legal domicile (state or foreign country) | (d)<br>Exempt Code section | (e)<br>Public charity status (if section 501(c)(3)) | (f)<br>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)<br>Name, address, and EIN of related organization | (b)<br>Primary activity | (c)<br>Legal domicile (state or foreign country) | (d)<br>Direct controlling entity | (e)<br>Predominant income (related, unrelated, excluded from tax under sections 512-514) | (f)<br>Share of total income | (g)<br>Share of end-of-year assets | (h)<br>Disproportionate allocations? |    | (i)<br>Code V—UBI amount in box 20 of Schedule K-1 (Form 1065) | (j)<br>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)<br>Name, address, and EIN of related organization                        | (b)<br>Primary activity | (c)<br>Legal domicile (state or foreign country) | (d)<br>Direct controlling entity | (e)<br>Type of entity (C corp, S corp, or trust) | (f)<br>Share of total income | (g)<br>Share of end-of-year assets | (h)<br>Percentage ownership |
|--|-------------------------|--|----------------------------------|--|------------------------------|------------------------------------|-----------------------------|
| WEF Publishing UK Ltd<br>11 RAVEN WARF LAFONE STREET<br>LONDON SE1 2LR<br>UK | Publishing              | UK   | WEF                              | C  | 949,553                      | 1,408,058                          | 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 |
|-----------|-----|----|
| <b>1a</b> | Yes |    |
| <b>1b</b> |     | No |
| <b>1c</b> |     | No |
| <b>1d</b> |     | No |
| <b>1e</b> |     | No |
| <b>1f</b> |     | No |
| <b>1g</b> |     | No |
| <b>1h</b> |     | No |
| <b>1i</b> |     | No |
| <b>1j</b> |     | No |
| <b>1k</b> |     | No |
| <b>1l</b> |     | No |
| <b>1m</b> |     | No |
| <b>1n</b> | Yes |    |
| <b>1o</b> | Yes |    |
| <b>1p</b> | Yes |    |
| <b>1q</b> |     | No |
| <b>1r</b> |     | 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)<br>Name of other organization | (b)<br>Transaction type(a-r) | (c)<br>Amount involved |
|-----------------------------------|------------------------------|------------------------|
| <b>(1)</b> WEF PUBLISHING UK Ltd  | A                            | 11,716                 |
| <b>(2)</b> WEF PUBLISHING UK Ltd  | O                            | 109,618                |
| <b>(3)</b> WEF PUBLISHING UK Ltd  | N                            | 187,643                |
| <b>(4)</b> WEF PUBLISHING UK Ltd  | P                            | 81,290                 |
| <b>(5)</b>                        |                              |                        |
| <b>(6)</b>                        |                              |                        |



## TY 2009 Investment in Subsidiaries Statement

**Name:** Water Environment Federation

**EIN:** 53-0225129

| Description | Beginning Amount | Ending Amount |
|-------------|------------------|---------------|
| PREPAYMENTS | 2,571            | 124,460       |

## TY 2009 Itemized Other Current Liabilities Schedule

**Name:** Water Environment Federation

**EIN:** 53-0225129

| Corporation Name      | Corporation EIN | Description                 | Beginning Amount | Ending Amount |
|-----------------------|-----------------|-----------------------------|------------------|---------------|
| WEF PUBLISHING UK Ltd |                 | DEFERRED REVENUE            | 56,262           | 318,564       |
|                       |                 | ACCRUALS AND OTHER PAYABLES | 21,382           | 9,689         |

## TY 2009 Other Deductions Schedule

**Name:** Water Environment Federation

**EIN:** 53-0225129

| Description     | Foreign Amount<br>(should only be used<br>when attached to<br>5471 Schedule C<br>Line 16) | Amount  |
|-----------------|---|---------|
| AMORTIZATION    | 12,300  | 19,255  |
| GENERAL & ADMIN | 225,004   | 352,229 |
| CONFERENCES     | 24,497  | 38,348  |
| PERIODICALS     | 287,337   | 449,807 |
| MEMBERSHIP      | 9,757   | 15,274  |

# Additional Data

**Software ID:**  
**Software Version:**  
**EIN:** 53-0225129  
**Name:** Water Environment Federation

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

### 4d. Other program services

(Code ) (Expenses \$ 3,038,491 including grants of \$ 25,000 ) (Revenue \$ 3,429,126 )

Public Education - Through education, congressional testimony, focused campaigns, and grassroots government affairs efforts, water quality information is disseminated to public officials, media, and targeted audiences  
Grants - Funds used to develop & disseminate technical information concerning various aspects of domestic & industrial wastewater  
Membership Services - provide technical inquiry service to member associations & affiliated organizations, & administer regional meetings to update members on the latest industry issues

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

| (A)<br>Name and Title                    | (B)<br>Average hours per week | (C)<br>Position (check all that apply) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|--|-------------------------------|--|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
|  |                               | Individual trustee or director         | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |  |   |   |
| REBECCA WEST<br>PAST PRESIDENT           | 4 00                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| JEANETTE BROWN<br>PRESIDENT-ELECT        | 4 00                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| ADAM J ZABINSKI<br>VICE PRESIDENT        | 4 00                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| PAUL L FREEDMAN<br>PRESIDENT             | 4 00                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| CHRIS BROWNING<br>Treasurer              | 4 00                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| BILL BERTERA<br>SECRETARY AND EXEC DIR   | 4 00                          | X                                      |                       | X       |              |                              |        | 0  | 0   | 0   |
| Deborah Houdeshell<br>Trustee            | 4 00                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| Carl Janson<br>Trustee                   | 4 00                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| Judy B Jones<br>Trustee                  | 4 00                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| Betty Jordan<br>Trustee                  | 4 00                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| Ed McCormick<br>Trustee                  | 4 00                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| PAUL SCHULER<br>trustee                  | 4 00                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| Sandra Ralston<br>Trustee                | 4 00                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| Leslie Samel<br>Trustee                  | 4 00                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| Cordell Samuels<br>trustee               | 4 00                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| PAUL BOWEN<br>trustee                    | 4 00                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| TERRY KRAUSE<br>trustee                  | 4 00                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| RICK WARNER<br>trustee                   | 4 00                          | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| WILLIAM BERTERA<br>Sec and Exec Director | 37 50                         |  |                       | X       |              |                              |        | 303,551  | 0   | 39,385  |
| ARTHUR NUTTER<br>CFO                     | 37 50                         |  |                       | X       |              |                              |        | 129,088  | 0   | 24,858  |
| TIMOTHY RICKER<br>COSO                   | 37 50                         |  |                       |         | X            |                              |        | 185,787  | 0   | 25,004  |
| EILEEN O'NEILL<br>CTSO                   | 37 50                         |  |                       |         | X            |                              |        | 160,091  | 0   | 30,651  |
| LINDA KELLY<br>MD of Communications      | 37 50                         |  |                       |         | X            |                              |        | 151,047  | 0   | 20,989  |
| JACK BENSON<br>CCSO                      | 37 50                         |  |                       |         |              | X                            |        | 149,369  | 0   | 29,951  |
| TIMOTHY WILLIAMS<br>MANAGING DIRECTOR    | 37 50                         |  |                       |         |              | X                            |        | 136,729  | 0   | 19,258  |

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

| (A)<br>Name and Title                     | (B)<br>Average hours per week | (C)<br>Position (check all that apply) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|---|-------------------------------|--|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
|   |                               | Individual trustee or director         | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |  |   |   |
| JAMES K SULLIVAN<br>Legal Counsel         | 37.50                         |  |                       |         |              | X                            |        | 114,695  | 0   | 22,493  |
| PAMELA HENRY<br>Dir of Conf and Exhibits  | 37.50                         |  |                       |         |              | X                            |        | 121,634  | 0   | 18,682  |
| PHYLLIS ROSS<br>Dir of Government Affairs | 37.50                         |  |                       |         |              | X                            |        | 112,872  | 0   | 18,004  |

**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> | <b>(A)<br/>Total expenses</b> | <b>(B)<br/>Program service expenses</b> | <b>(C)<br/>Management and general expenses</b> | <b>(D)<br/>Fundraising expenses</b> |
|--|-------------------------------|---|--|-------------------------------------|
| OUTSIDE SERVICES   | 2,001,232                     | 705,026                                 | 1,296,206                                      |                                     |
| MISCELLANEOUS  | 509,893                       | 88,398                                  | 421,495  |                                     |
| BAD DEBT EXPENSE   | 134,553                       |   | 134,553  |                                     |
| AWARDS   | 123,697                       | 104,156                                 | 19,541   |                                     |
| taxes  | 97,981                        |   | 97,981   |                                     |