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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)

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

OMB No 1545-0047

2010

Open to Public Inspection

A For the 2010 calendar year, or tax year beginning 01-01-2010 and ending 12-31-2010

B Check if applicable
☐ Address change
☐ Name change
☐ Initial return
☐ Terminated
☐ Amended return
☐ Application pending

C Name of organization
US LACROSSE INC

Doing Business As

Number and street (or P O box if mail is not delivered to street address) | Room/suite
113 WEST UNIVERSITY PARKWAY

City or town, state or country, and ZIP + 4
BALTIMORE, MD 21210

D Employer identification number
52-1765246

E Telephone number
(410) 235-6882

G Gross receipts $ 18,038,868

F Name and address of principal officer
STEVEN B STENERSEN
113 WEST UNIVERSITY PARKWAY
BALTIMORE,MD 21210

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) Are all affiliates included? ☐ Yes ☐ No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶

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

J Website: ▶ USLACROSSE ORG

K Form of organization ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1997

M State of legal domicile MD

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
PROMOTE SPORT OF LACROSSE NATIONALLY & INTERNATIONALLY

2 Check this box ▶☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	25
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	25
5	Total number of individuals employed in calendar year 2010 (Part V, line 2a)	5	79
6	Total number of volunteers (estimate if necessary)	6	500
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	969,583
b	Net unrelated business taxable income from Form 990-T, line 34	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	1,073,154	1,459,881
	9	Program service revenue (Part VIII, line 2g)	11,574,112	12,666,112
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	128,364	69,014
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	58,611	37,392
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12,834,241	14,232,399
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	37,920	424,390
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	2,914,462	3,550,315
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶532,388		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	9,096,327	9,848,195
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	12,048,709	13,822,900
	19	Revenue less expenses Subtract line 18 from line 12	785,532	409,499

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	9,355,877	11,084,315
	21	Total liabilities (Part X, line 26)	4,210,317	5,541,092
	22	Net assets or fund balances Subtract line 21 from line 20	5,145,560	5,543,223

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

****** | 2011-11-10
Signature of officer | Date

STEVEN B STENERSEN PRESIDENT AND CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name JULIA BUICK CPA	Preparer's signature JULIA BUICK CPA	Date	Check if self-employed ▶ ☐	PTIN
Firm's name ▶ CLIFTON GUNDERSON LLP				Firm's EIN ▶
Firm's address ▶ 9515 DEERECO RD - SUITE 500 TIMONIUM, MD 210932184				Phone no ▶ (410) 453-0900

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

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response to any question in this Part III . . . . ☑

1 Briefly describe the organization's mission

US LACROSSE IS THE NATIONAL GOVERNING BODY FOR LACROSSE WE PROVIDE PROGRAM AND SERVICES TO INSPIRE PARTICIPATION WHILE PROTECTING THE INTEGRITY OF THE SPORT

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

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

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

If "Yes," describe these changes on Schedule O

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

4a (Code) (Expenses $ 1,705,999 including grants of $) (Revenue $ 7,674,410)

MEMBERSHIP RETENTION AND ACQUISITION SPECIFIC PROGRAMMATIC INITIATIVES TARGETING KEY CONSTITUENT GROUPS TO ENSURE CONTINUED GROWTH IN MEMBERSHIP MAKING US LACROSSE ONE OF THE TOP 5 NATIONAL GOVERNING BODIES IN TERMS OF MEMBERS

4b (Code) (Expenses $ 2,055,960 including grants of $) (Revenue $ 2,106,700)

MEMBERSHIP INSURANCE PROVIDED 332,332 PLAYERS, COACHES AND OFFICIALS A COMPREHENSIVE TWELVE MONTH INSURANCE PACKAGE TO COVER ALL LACROSSE RELATED ACTIVITIES

4c (Code) (Expenses $ 2,195,714 including grants of $) (Revenue $)

LACROSSE MAGAZINE PRODUCED 12 ISSUES TO PROMOTE THE SPORT THROUGH ARTICLES AND LITERATURE TO MEMBERS, LACROSSE ENTHUSIASTS AND THE GENERAL PUBLIC VIEWED AS THE NUMBER ONE BENEFIT OF MEMBERSHIP

4d Other program services (Describe in Schedule O) **See also Additional Data for Description**

(Expenses $ 5,103,810 including grants of $ 424,390) (Revenue $ 1,905,376)

4e **Total program service expenses**▶$ 11,061,483

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instruction)?	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		No
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? *If "Yes," complete Schedule C, Part III*	5		
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in term, permanent,or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
11	If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line10? *If "Yes," complete Schedule D, Part VI.*	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII.*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII.*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX.*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X.*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X.*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI, XII, and XIII*	12a		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional*	12b	Yes	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the United States? *If "Yes," complete Schedule F, Parts I and IV*	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the U S ? *If "Yes," complete Schedule F, Parts II and IV*	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the U S ? *If "Yes," complete Schedule F, Parts III and IV*	16		No
17	Did the organization report a total of more than $15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I (see instructions)*	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18	Yes	
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach its audited financial statement to this return? **Note.** Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)	20b		

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
21	Did the organization report more than $5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	
22	Did the organization report more than $5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b–24d and complete Schedule K. If "No," go to line 25*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? *If "Yes," complete Schedule L, Part III*	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1*	34	Yes	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)?	35		No
a	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2* ☐ **Yes** ☑ **No**			
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? **Note.** All Form 990 filers are required to complete Schedule O	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response to any question in this Part V . . . . ☐

				Line	Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable . .	1a	157			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	
2a	Enter the number of employees reported on Form W-3, *Transmittal of Wage and Tax Statements* filed for the calendar year ending with or within the year covered by this return	2a	79			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			2b	Yes	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)					
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		No
b	If "Yes," enter the name of the foreign country ▶ See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible?			6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b		
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			7a	Yes	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			7h		
8	**Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8		
9	**Sponsoring organizations maintaining donor advised funds.**					
a	Did the organization make any taxable distributions under section 4966?			9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		
10	**Section 501(c)(7) organizations.** Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	**Section 501(c)(12) organizations.** Enter					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**					
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O			13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b				
c	Enter the amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*			14b		

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.

Check if Schedule O contains a response to any question in this Part VI . . . ☑

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a 25			
b	Enter the number of voting members included in line 1a, above, who are independent	1b 25			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		4	Yes	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		5		No
6	Does the organization have members or stockholders?		6		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		7a		No
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
a	The governing body?		8a	Yes	
b	Each committee with authority to act on behalf of the governing body?		8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		9		No

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

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

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed ▶ AL , AK , AZ , AR , CA , CT , FL , GA , IL , KS , KY , LA , ME , MD , MA , MI , MN , MS , NH , NJ , NM , NY , NC , ND , OH , OK , OR , PA , RI , SC , TN , UT , VA , WA , WV , WI , IN , CO

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you make these available Check all that apply

☐ Own website ☐ Another's website ☑ Upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public See Additional Data Table

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization ▶

CARA MORRIS
113 WEST UNIVERSITY PARKWAY
BALTIMORE, MD 21210
(410) 235-6882

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

Check if Schedule O contains a response to any question in this Part VII . . . .☐

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

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's **current** key employees, if any See instructions for definition of "key employee "
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations

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

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										

Part VII **Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees** (continued)

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (check all that apply): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
See Additional Data Table										

		(D)	(E)	(F)
1b	**Sub-Total** ▶			
c	**Total from continuation sheets to Part VII, Section A** ▶			
d	**Total (add lines 1b and 1c)** ▶	584,980	0	65,435

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 ▶3

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation

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 ▶0

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a Federated campaigns . . . 1a					
	b Membership dues 1b					
	c Fundraising events 1c	15,850				
	d Related organizations . . . 1d					
	e Government grants (contributions) 1e					
	f All other contributions, gifts, grants, and similar amounts not included above 1f	1,444,031				
	g Noncash contributions included in lines 1a-1f $	60,319				
	h **Total.** Add lines 1a-1f . . . . ▶		1,459,881			
Program Service Revenue		Business Code				
	2a MEMBERSHIP DUES	900099	7,674,410	7,674,410		
	b MEMBERS INSURANCE	900099	2,106,700	2,106,700		
	c LACROSSE MAGAZINE	541800	969,583		969,583	
	d WOMEN'S & MEN'S DIVISI	900099	665,319	665,319		
	e YOUTH FESTIVAL	900099	435,670	435,670		
	f All other program service revenue		814,430	814,430		
	g **Total.** Add lines 2a–2f . . . . ▶		12,666,112			
Other Revenue	3 Investment income (including dividends, interest and other similar amounts) . . . . . ▶		67,141			67,141
	4 Income from investment of tax-exempt bond proceeds . . ▶					
	5 Royalties . . . . ▶		48,793			48,793
	6a Gross Rents — (i) Real: ; (ii) Personal:					
	b Less rental expenses — (i) Real: ; (ii) Personal:					
	c Rental income or (loss) — (i) Real: ; (ii) Personal:					
	d Net rental income or (loss) . . . . ▶					
	7a Gross amount from sales of assets other than inventory — (i) Securities: 3,587,807; (ii) Other: 4,777					
	b Less cost or other basis and sales expenses — (i) Securities: 3,587,292; (ii) Other: 3,419					
	c Gain or (loss) — (i) Securities: 515; (ii) Other: 1,358					
	d Net gain or (loss) . . . . ▶		1,873	1,358		515
	8a Gross income from fundraising events (not including $ 15,850 of contributions reported on line 1c) See Part IV, line 18 . . . a	20,300				
	b Less direct expenses . . . b	20,300				
	c Net income or (loss) from fundraising events . . ▶		0			
	9a Gross income from gaming activities See Part IV, line 19 . a					
	b Less direct expenses . . . . b					
	c Net income or (loss) from gaming activities . . ▶					
	10a Gross sales of inventory, less returns and allowances . a	184,057				
	b Less cost of goods sold . . b	195,458				
	c Net income or (loss) from sales of inventory . . ▶		-11,401	-11,401		
	Miscellaneous Revenue	Business Code				
	11a					
	b					
	c					
	d All other revenue					
	e **Total.** Add lines 11a–11d . . . . . . ▶					
	12 **Total revenue.** See Instructions . . . ▶		14,232,399	11,686,486	969,583	116,449

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

	Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	424,390	424,390		
2	Grants and other assistance to individuals in the U S See Part IV, line 22				
3	Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	510,534	312,391	162,088	36,055
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	2,469,525	1,458,962	729,658	280,905
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	80,448		80,448	
9	Other employee benefits	251,832	125,545	126,287	
10	Payroll taxes	237,976	140,509	74,519	22,948
a	Fees for services (non-employees) Management				
b	Legal	20,322		20,322	
c	Accounting	24,850		24,850	
d	Lobbying				
e	Professional fundraising services *See Part IV, line 17* . .				
f	Investment management fees				
g	Other	183,461	144,490	38,971	
12	Advertising and promotion	260,003	257,433		2,570
13	Office expenses	900,001	750,585	111,446	37,970
14	Information technology	137,652	10,790	126,862	
15	Royalties . .				
16	Occupancy	365,823	173,111	192,712	
17	Travel	328,654	238,493	68,253	21,908
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	91,231	40,241	50,990	
20	Interest				
21	Payments to affiliates	393,548	393,548		
22	Depreciation, depletion, and amortization	182,082	105,777	76,305	
23	Insurance	531,609	279,762	248,991	2,856
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)				
a	MEMBER SOLICITATION	2,036,562	2,036,562		
b	PRINTING & PUBLICATIONS	1,024,160	939,666	14,379	70,115
c	MEN'S & WOMEN'S DIVISI	719,537	719,537		
d	UNIFIED CONVENTION	404,414	404,414		
e	YOUTH FESTIVAL	366,691	366,691		
f	All other expenses	1,877,595	1,738,586	81,948	57,061
25	**Total functional expenses.** Add lines 1 through 24f	13,822,900	11,061,483	2,229,029	532,388
26	**Joint costs.** Check here ▶ ☐ if following SOP 98-2 (ASC 958-720) 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) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing		209,541	1	903,781
	2	Savings and temporary cash investments		3,876,192	2	3,303,953
	3	Pledges and grants receivable, net		16,770	3	
	4	Accounts receivable, net		34,810	4	174,161
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers, and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use		183,355	8	170,834
	9	Prepaid expenses and deferred charges		298,261	9	224,239
	10a	Land, buildings, and equipment cost or other basis *Complete Part VI of Schedule D*	10a 2,315,130			
	b	Less accumulated depreciation	10b 1,354,271	878,616	10c	960,859
	11	Investments—publicly traded securities		3,722,005	11	5,346,488
	12	Investments—other securities See Part IV, line 11			12	
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11		136,327	15	0
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		9,355,877	16	11,084,315
Liabilities	17	Accounts payable and accrued expenses		586,503	17	843,660
	18	Grants payable			18	
	19	Deferred revenue		3,623,814	19	4,308,439
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability *Complete Part IV of Schedule D*			21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons *Complete Part II of Schedule L*			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities Complete Part X of Schedule D		0	25	388,993
	26	**Total liabilities.** Add lines 17 through 25		4,210,317	26	5,541,092
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**				
	27	Unrestricted net assets		4,879,248	27	5,443,223
	28	Temporarily restricted net assets		266,312	28	100,000
	29	Permanently restricted net assets			29	
		Organizations that do not follow SFAS 117, check here ▶ ☐ and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		5,145,560	33	5,543,223
	34	Total liabilities and net assets/fund balances		9,355,877	34	11,084,315

Part XI Reconcilliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI . . . . ☑

1	Total revenue (must equal Part VIII, column (A), line 12)	1	14,232,399
2	Total expenses (must equal Part IX, column (A), line 25)	2	13,822,900
3	Revenue less expenses Subtract line 2 from line 1	3	409,499
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . .	4	5,145,560
5	Other changes in net assets or fund balances (explain in Schedule O)	5	-11,836
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	5,543,223

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII . . . . ☑

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

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SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

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

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization
US LACROSSE INC

Employer identification number
52-1765246

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 described in **section 170(b)(1)(A)(i).**

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

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

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?

		Yes	No
(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?	**11g(i)**		
(ii) a family member of a person described in (i) above?	**11g(ii)**		
(iii) a 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		

h Provide the following information about the supported organization(s)

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

Part II **Support Schedule for Organizations Described in Sections 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 or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 **Public Support.** Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 **Total support** (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 2010 (line 6 column (f) divided by line 11 column (f)) **14**

15 Public Support Percentage for 2009 Schedule A, Part II, line 14 **15**

16a **33 1/3% support test—2010.** 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—2009.** 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—2010.** 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—2009.** 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 Section 509(a)(2)**
(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	1,263,987	975,035	774,784	1,073,154	1,459,881	5,546,841
2 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	5,318,434	6,138,770	8,355,759	9,011,805	9,773,886	38,598,654
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5	6,582,421	7,113,805	9,130,543	10,084,959	11,233,767	44,145,495
7a Amounts included on lines 1, 2, and 3 received from disqualified persons				6,250	5,000	11,250
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
c Add lines 7a and 7b				6,250	5,000	11,250
8 **Public Support** (Subtract line 7c from line 6)						44,134,245

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
9 Amounts from line 6	6,582,421	7,113,805	9,130,543	10,084,959	11,233,767	44,145,495
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	194,374	262,599	217,124	172,876	115,934	962,907
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	194,374	262,599	217,124	172,876	115,934	962,907
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	6,993	8,023	1,229			16,245
13 **Total support** (Add lines 9, 10c, 11 and 12)	6,783,788	7,384,427	9,348,896	10,257,835	11,349,701	45,124,647

14 **First Five Years** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section501(c)(3) organization, check this box and **stop here** ▶☐

Section C. Computation of Public Support Percentage

15	Public Support Percentage for 2010 (line 8 column (f) divided by line 13 column (f))	15	97 810 %
16	Public support percentage from 2009 Schedule A, Part III, line 15	16	96 220 %

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2010** (line 10c column (f) divided by line 13 column (f))	17	2 130 %
18	Investment income percentage from **2009** Schedule A, Part III, line 17	18	2 540 %

19a **33 1/3% support tests—2010.** 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—2009.** 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 ▶☐

Part IV **Supplemental Information.** Supplemental Information. Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization
US LACROSSE INC

Employer identification number
52-1765246

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

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate contributions to (during year)		
3	Aggregate grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

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 ☐ Yes ☐ No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or pleasure)
☐ Preservation of an historically importantly land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

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

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06	2d	

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? ☐ Yes ☐ No

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)? ☐ Yes ☐ No

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
c	Beginning balance	1c	
d	Additions during the year	1d	
e	Distributions during the year	1e	
f	Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV

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

		(a) Current Year	(b) Prior Year	(c) Two Years Back	(d) Three Years Back	(e) Four Years Back
1a	Beginning of year balance	1,557,007	1,336,018	1,765,038		
b	Contributions	70,850	21,160	13,928		
c	Investment earnings or losses	160,694	241,171	-412,527		
d	Grants or scholarships					
e	Other expenditures for facilities and programs	30,705	41,342	30,421		
f	Administrative expenses					
g	End of year balance	1,757,846	1,557,007	1,336,018		

2 Provide the estimated percentage of the year end balance held as

a Board designated or quasi-endowment ▶

b Permanent endowment ▶ 74 720 %

c Term endowment ▶ 25 280 %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

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

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		2,315,130	1,354,271	960,859
e Other				0
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ▶				960,859

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

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

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

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

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

(a) Description	(b) Book value
Total. *(Column (b) should equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	

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

1 (a) Description of Liability	(b) Amount
Federal Income Taxes	
DUE TO U S LACROSSE FOUNDATION	388,993
Total. *(Column (b) should equal Form 990, Part X, col (B) line 25)* ▶	388,993

2. Fin 48 (ASC 740) Footnote In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC740)

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	14,232,399
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	13,822,900
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	409,499
4	Net unrealized gains (losses) on investments	4	-11,836
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	-11,836
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	397,663

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

1	Total revenue, gains, and other support per audited financial statements			1	15,094,652
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	-11,836		
b	Donated services and use of facilities	2b	98,004		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d	776,085		
e	Add lines **2a** through **2d**			2e	862,253
3	Subtract line **2e** from line **1**			3	14,232,399
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total Revenue Add lines **3** and **4c.** (This should equal Form 990, Part I, line 12)			5	14,232,399

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

1	Total expenses and losses per audited financial statements			1	13,786,118
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a	98,004		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIV)	2d	224,992		
e	Add lines **2a** through **2d**			2e	322,996
3	Subtract line **2e** from line **1**			3	13,463,122
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b	359,778		
c	Add lines **4a** and **4b**			4c	359,778
5	Total expenses Add lines **3** and **4c.** (This should equal Form 990, Part I, line 18)			5	13,822,900

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
DESCRIPTION OF INTENDED USE OF ENDOWMENT FUNDS	PART V, LINE 4	THE INTENDED USE OF THE ENDOWMENTS ARE TO SUPPORT U S LACROSSE IN ACCORDANCE WITH THE DONOR'S CHARGE PART V REFLECTS THE AGGREGATE OF ENDOWMENT ASSETS HELD BY U S LACROSSE, INC AS WELL AS ENDOWMENTS OF U S LACROSSE FOUNDATION AS ALL ENDOWMENTS ARE HELD FOR THE BENEFIT OF U S LACROSSE
DESCRIPTION OF UNCERTAIN TAX POSITIONS UNDER FIN 48	PART X	THE ORGANIZATION ADOPTED THE PROVISIONS OF FASB INTERPRETATION NO 48 (FIN 48), ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES (FASB ASC 740-10), ON JANUARY 1, 2009 MANAGEMENT HAS DETERMINED THAT THE ORGANIZATION HAS NO MATERIAL UNCERTAIN TAX POSITIONS THAT WOULD REQUIRE RECOGNITION UNDER FIN 48 THE FEDERAL AND STATE INCOME TAX RETURNS OF THE ORGANIZATION FOR 2008, 2007, AND 2006 ARE SUBJECT TO EXAMINATION BY THE IRS AND STATE TAXING AUTHORITIES, GENERALLY FOR THREE YEARS AFTER THEY WERE FILED
PART XII, LINE 2D - OTHER ADJUSTMENTS		RELATED ORGANIZATION'S REVENUE 560,327 COGS 195,458 FUNDRAISING EVENT EXPENSES 20,300
PART XIII, LINE 2D - OTHER ADJUSTMENTS		COGS 195,458 RELATED ORGANIZATION'S EXPENSES 9,234 FUNDRAISING EVENT EXPENSES 20,300
PART XIII, LINE 4B - OTHER ADJUSTMENTS		TRANSFER OF EQUITY BETWEEN RELATED ORGANIZATION 359,778

SCHEDULE G (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

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

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization
US LACROSSE INC

Employer identification number
52-1765246

Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17.

1 Indicate whether the organization raised funds through any of the following activities Check all that apply

a ☐ Mail solicitations
b ☐ Internet and e-mail solicitations
c ☐ Phone solicitations
d ☐ In-person solicitations
e ☐ Solicitation of non-government grants
f ☐ Solicitation of government grants
g ☐ Special fundraising events

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ **Yes** ☐ **No**

b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization Form 990-EZ filers are not required to complete this table

(i) Name and address of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions?		**(iv)** Gross receipts from activity	**(v)** Amount paid to (or retained by) fundraiser listed in col **(i)**	**(vi)** Amount paid to (or retained by) organization
		Yes	**No**			
Total . . . . ▶						

3 List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

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

			(a) Event #1 GOLF (event type)	(b) Event #2 (event type)	(c) Other Events (total number)	(d) Total Events (Add col (a) through col (c))
Revenue	1	Gross receipts	36,150			36,150
	2	Less Charitable contributions	15,850			15,850
	3	Gross income (line 1 minus line 2)	20,300			20,300
Direct Expenses	4	Cash prizes				
	5	Non-cash prizes				
	6	Rent/facility costs	10,150			10,150
	7	Food and beverages	10,150			10,150
	8	Entertainment				
	9	Other direct expenses				
	10	Direct expense summary Add lines 4 through 9 in column (d) ▶				20,300
	11	Net income summary Combine lines 3 and 10 in column (d) ▶				0

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

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

9 Enter the state(s) in which the organization operates gaming activities

a Is the organization licensed to operate gaming activities in each of these states? ☐ Yes ☐ No

b If "No," Explain

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," Explain

11 Does the organization operate gaming activities with nonmembers? . . . . ☐ Yes ☐ No

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? . . . . ☐ Yes ☐ No

13 Indicate the percentage of gaming activity operated in

a The organization's facility	**13a**	
b An outside facility	**13b**	

14 Provide the name and address of the person who prepares the organization's gaming/special events books and records

Name ▶

Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? . . . . ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ ____________________ and the amount of gaming revenue retained by the third party ▶ $ ____________________

c If "Yes," enter name and address

Name ▶

Address ▶

16 Gaming manager information

Name ▶

Gaming manager compensation ▶ $

Description of services provided ▶

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? . . . . ☐ Yes ☐ No

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ $

Part IV Complete this part to provide additional information for responses to question on Schedule G (see instructions.)

Identifier	ReturnReference	Explanation

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

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

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

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization
US LACROSSE INC

Employer identification number
52-1765246

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . ☑ **Yes** ☐ **No**

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

Part II Grants and Other Assistance to Governments and Organizations in the United States.

Complete if the organization answered "Yes" to Form 990, Part IV, line 21 for any recipient that received more than $5,000. Check this box if no one recipient received more than $5,000. Part II can be duplicated if additional space is needed. . . . . ▶ ☐

1 (a) Name and address of organization or government	**(b)** EIN	**(c)** IRC Code section if applicable	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
(1) US LACROSSE FOUNDATION INC113 WEST UNIVERSITY PARKWAY BALTIMORE,MD 21210	52-0790605	501(C)(3)	375,628				TO FUND THE LANCE HOLDEN MEMORIAL TRUST ENDOWMENT
(2) FAIRMONT MIDDLE LACROSSE105 HIGHLAND LACROSSE FAIMONT,WV 26554	27-3106478	170(B)(1)(A)(II)		5,562	FMV	EQUIPMENT	TO SUPPLY LACROSSE EQUIPMENT TO ORGANIZATION
(3) FORT WORTH YOUTH LACROSSE ASSOCIATION 409 RHINELAND ROAD BENBROOK,TX 76126	27-0315321	501(C)(3)		6,200	FMV	EQUIPMENT	TO SUPPLY LACROSSE EQUIPMENT TO ORGANIZATION
(4) BRAINTREE YOUTH LACROSSE2117 BRAINSTORM ROAD BRAINTREE,VT 05060	38-3827932			6,000	FMV	EQUIPMENT	TO SUPPLY LACROSSE EQUIPMENT TO ORGANIZATION
(5) HAMILTON YOUTH LACROSSE2720 SOUTH CLINTON AVE HAMILTON,NJ 08610				6,200	FMV	EQUIPMENT	TO SUPPLY LACROSSE EQUIPMENT TO ORGANIZATION
(6) HAMPDEN ELEMMS #55 3608 CHESTNUT AVE BALTIMORE,MD 21211	52-2064235	170(B)(1)(A)(II)		6,200	FMV	EQUIPMENT	TO SUPPLY LACROSSE EQUIPMENT TO ORGANIZATION
(7) TEANECK SPORTS PROGRAM250 GLEN COURT TEANECK,NJ 07666	74-3221901			6,200	FMV	EQUIPMENT	TO SUPPLY LACROSSE EQUIPMENT TO ORGANIZATION
(8) EAGLES LACROSSE 1237 CUMBERLAND AVE DAYTON,OH 45406	90-0665791	170(B)(1)(A)(II)		6,200	FMV	EQUIPMENT	TO SUPPLY LACROSSE EQUIPMENT TO ORGANIZATION
(9) HARBOR FIRE LACROSSE7201 PIONEER WAY STE B101 GIG HARBOR,WA 98332	32-0290288	501(C)(3)		6,200	FMV	EQUIPMENT	TO SUPPLY LACROSSE EQUIPMENT TO ORGANIZATION

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

3 Enter total number of other organizations . . . . ▶ 6

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

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 U S LACROSSE, INC GRANTS THESE FUNDS TO U S LACROSSE FOUNDATION TO GROW THE LANCE HOLDEN MEMORIAL TRUST ENDOWMENT FOR FUTURE USE WHEN NEEDED, THE PROCEEDS FROM THIS FUND WILL SUPPORT CAMP SCHOLARSHIPS FUNDED THROUGH U S LACROSSE AND THE GRANT WILL BE MONITORED THROUGH THAT PROGRAM ORGANIZATIONS GO THROUGH AN APPLICATION PROCESS BEFORE THEY ARE AWARDED NON-CASH GRANTS U S LACROSSE, INC PERIODICALLY CHECKS IN ON THE GRANTEE TO HELP SUPPORT THEM, INCLUDING PROVIDING ADDITIONAL RESOURCES AS NEEDED

Schedule J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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.

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization
US LACROSSE INC

Employer identification number
52-1765246

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate 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 ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)			
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement orprovision of all the expenses described above? If "No," complete Part III to explain	**1b**		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	**2**		
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply ☑ Compensation committee ☐ Written employment contract ☐ Independent compensation consultant ☑ Compensation survey or study ☐ Form 990 of other organizations ☑ Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization			
a	Receive a severance payment or change-of-control payment from the organization or a related organization?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	**4c**		No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III			
	Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.			
5	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			
a	The organization?	**5a**		No
b	Any related organization?	**5b**		No
	If "Yes," to line 5a or 5b, describe in Part III			
6	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
a	The organization?	**6a**		No
b	Any related organization?	**6b**		No
	If "Yes," to line 6a or 6b, describe in Part III			
7	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported in Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III	**8**		No
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?	**9**		

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is 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				
(1) STEVE STENERSEN	(i)	170,275	10,000	0	18,495	4,946	203,716	0
	(ii)	0	0	0	0	0	0	0
(2) WILLIAM F SCHOOMAKER	(i)	185,878	1,500	0	17,470	4,946	209,794	0
	(ii)	0	0	0	0	0	0	0
(3)								
(4)								
(5)								
(6)								
(7)								
(8)								
(9)								
(10)								
(11)								
(12)								
(13)								
(14)								
(15)								
(16)								

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

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SCHEDULE M
(Form 990)

Department of the Treasury
Internal Revenue Service

NonCash Contributions

▶Complete if the organization answered "Yes" on Form 990, Part IV, lines 29 or 30.
▶ Attach to Form 990.

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization
US LACROSSE INC

Employer identification number
52-1765246

Part I Types of Property

	(a) Check if applicable	(b) Number of Contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining oncash contribution amounts
1 Art—Works of art . . .				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles .				
7 Boats and planes . . .				
8 Intellectual property . .				
9 Securities—Publicly traded	X	2	60,319	FMV
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests .				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other . .				
15 Real estate—Residential .				
16 Real estate—Commercial				
17 Real estate—Other . .				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts . .				
23 Scientific specimens . .				
24 Archeological artifacts .				
25 Other ▶ (____________)				
26 Other ▶(____________)				
27 Other ▶(____________)				
28 Other ▶ (____________)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement . . . | 29 |

		Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?	30a		No
b If "Yes," describe the arrangement in Part II			
31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?	31	Yes	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell non-cash contributions?	32a		No
b If "Yes," describe in Part II			
33 If the organization did not report revenues in column (c) for a type of property for which column (a) is checked, describe in Part II			

Part II

Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

Identifier	Return Reference	Explanation

efile GRAPHIC print - DO NOT PROCESS	As Filed Data -	DLN: 93493315025351

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization	Employer identification number
US LACROSSE INC	52-1765246

Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 4		BY-LAWS WERE CHANGED TO RECOGNIZE VARIOUS CHANGES TO THE BOARD STRUCTURE NOTABLY, THE NUMBER OF DIRECTORS CHANGED, THE TERM EACH DIRECTOR MAY SERVE CHANGED AND THE NUMBER OF TYPES OF COMMITTEES WITHIN THE BOARD CHANGED

Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11		PRIOR TO FILING, A COPY OF THE FORM 990 IS POSTED ON THE BOARD DESIGNATED SITE ALL BOARD MEMBERS ARE NOTIFIED THAT THE DOCUMENT IS AVAILABLE AND ARE PROVIDED WITH THE LINK THE BOARD MEMBERS ARE REQUESTED TO SEND AN EMAIL CONFIRMING THEY HAVE REVIEWED THE 990

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 15A	THE COMPENSATION IS APPROVED BY INDEPENDENT PERSONS ON A ANNUAL BASIS

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION C, LINE 19	U S LACROSSE, INC WILL PROVIDE THESE DOCUMENTS UPON REQUEST

Identifier	Return Reference	Explanation
ALL OTHER FUNCTIONAL EXPENSES	FORM 990, PART X, LINE 24F	COACHING EDUCATION PROGRAM SERVICE EXPENSES 294,147 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 294,147 PUBLIC RELATIONS PROGRAM SERVICE EXPENSES 288,612 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 288,612 GENERAL EXPENSES PROGRAM SERVICE EXPENSES 275,322 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 275,322 MEMBER MAILINGS PROGRAM SERVICE EXPENSES 243,910 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 243,910 MISCELLANEOUS PROGRAM SERVICE EXPENSES 176,689 MANAGEMENT AND GENERAL EXPENSES 61,226 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 237,915 ANNUAL GIVING EXPENSES PROGRAM SERVICE EXPENSES 56,120 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 57,061 TOTAL EXPENSES 113,181 WDNT EXPENSES PROGRAM SERVICE EXPENSES 103,976 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 103,976 MEN'S & WOMENS IA CHAMPIONSHIP PROGRAM SERVICE EXPENSES 89,047 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 89,047 VENDOR EXPENSES PROGRAM SERVICE EXPENSES 73,621 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 73,621 RISE GAMES EXPENSES PROGRAM SERVICE EXPENSES 71,644 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 71,644 TRAINING PROGRAM SERVICE EXPENSES 47,019 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 47,019 DUES & SUBSCRIPTIONS PROGRAM SERVICE EXPENSES 8,564 MANAGEMENT AND GENERAL EXPENSES 15,207 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 23,771 US WORLD GAMES PROGRAM SERVICE EXPENSES 11,904 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 11,904 PAYROLL PROCESSING PROGRAM SERVICE EXPENSES 0 MANAGEMENT AND GENERAL EXPENSES 5,254 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 5,254 BAD DEBT PROGRAM SERVICE EXPENSES 1,900 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 1,900 TELEVISION PROGRAM SERVICE EXPENSES 1,500 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 1,500 FEASIBILITY & STRATEGIC PROGRAM SERVICE EXPENSES 0 MANAGEMENT AND GENERAL EXPENSES 261 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 261 HALL OF FAME EXPENSE PROGRAM SERVICE EXPENSES -5,389 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES -5,389

Identifier	Return Reference	Explanation
CHANGES IN NET ASSETS OR FUND BALANCES	FORM 990, PART XI, LINE 5	NET UNREALIZED LOSSES ON INVESTMENTS -11,836

Identifier	Return Reference	Explanation
	FORM 990, PART XI, LINE 2C	THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR

SCHEDULE R (Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ 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.

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization
US LACROSSE INC

Employer identification number
52-1765246

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

(a) Name, address, and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled organization Yes	No
(1) US LACROSSE FOUNDATION INC 113 W UNIVERSITY PARKWAY BALTIMORE, MD 212103301 52-0790605	PROMOTE THE SPORT OF LACROSSE NATIONALLY & INTERNATIONALLY	MD	501(C)(3)	LINE 7	N/A		No

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

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

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

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

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

		Yes	No
Note. Complete line 1 if any entity is listed in Parts II, III or IV			
1 During the tax year, did the orgranization 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	1a		No
b Gift, grant, or capital contribution to other organization(s)	1b	Yes	
c Gift, grant, or capital contribution from other organization(s)	1c	Yes	
d Loans or loan guarantees to or for other organization(s)	1d		No
e Loans or loan guarantees by other organization(s)	1e		No
f Sale of assets to other organization(s)	1f		No
g Purchase of assets from other organization(s)	1g		No
h Exchange of assets	1h		No
i Lease of facilities, equipment, or other assets to other organization(s)	1i		No
j Lease of facilities, equipment, or other assets from other organization(s)	1j	Yes	
k Performance of services or membership or fundraising solicitations for other organization(s)	1k	Yes	
l Performance of services or membership or fundraising solicitations by other organization(s)	1l	Yes	
m Sharing of facilities, equipment, mailing lists, or other assets	1m	Yes	
n Sharing of paid employees	1n	Yes	
o Reimbursement paid to other organization for expenses	1o	Yes	
p Reimbursement paid by other organization for expenses	1p	Yes	
q Other transfer of cash or property to other organization(s)	1q		No
r Other transfer of cash or property from other organization(s)	1r		No

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

	(a) Name of other organization	(b) Transaction type(a-r)	(c) Amount involved	(d) Method of determining amount involved
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

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

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

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

Part VII Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule R (see instructions)

Identifier	Return Reference	Explanation

Form **4562**

Depreciation and Amortization

(Including Information on Listed Property)

OMB No 1545-0172

2010

Department of the Treasury
Internal Revenue Service (99)

▶ See separate instructions. ▶ Attach to your tax return.

Attachment Sequence No **67**

Name(s) shown on return	Business or activity to which this form relates	Identifying number
US LACROSSE INC	FORM 990 PAGE 10	52-1765246

Part I Election To Expense Certain Property Under Section 179

Note: *If you have any listed property, complete Part V before you complete Part I.*

1 Maximum amount See the instructions for a higher limit for certain businesses	1	500,000
2 Total cost of section 179 property placed in service (see instructions)	2	
3 Threshold cost of section 179 property before reduction in limitation (see instructions)	3	2,000,000
4 Reduction in limitation Subtract line 3 from line 2 If zero or less, enter -0-	4	
5 Dollar limitation for tax year Subtract line 4 from line 1 If zero or less, enter -0- If married filing separately, see instructions	5	

6 (a) Description of property	(b) Cost (business use only)	(c) Elected cost

7 Listed property Enter the amount from line 29	7	
8 Total elected cost of section 179 property Add amounts in column (c), lines 6 and 7	8	
9 Tentative deduction Enter the **smaller** of line 5 or line 8	9	
10 Carryover of disallowed deduction from line 13 of your 2009 Form 4562	10	
11 Business income limitation Enter the smaller of business income (not less than zero) or line 5 (see instructions)	11	
12 Section 179 expense deduction Add lines 9 and 10, but do not enter more than line 11	12	
13 Carryover of disallowed deduction to 2011 Add lines 9 and 10, less line 12 ▶	13	

Note: *Do not use Part II or Part III below for listed property. Instead, use Part V.*

Part II Special Depreciation Allowance and Other Depreciation (Do not include listed property) (See instructions)

14 Special depreciation allowance for qualified property (other than listed property) placed in service during the tax year (see instructions)	14	
15 Property subject to section 168(f)(1) election	15	
16 Other depreciation (including ACRS)	16	181,223

Part III MACRS Depreciation (Do not include listed property.) (See instructions.)

Section A

17 MACRS deductions for assets placed in service in tax years beginning before 2010	17	859
18 If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here ▶☐		

Section B—Assets Placed in Service During 2010 Tax Year Using the General Depreciation System

(a) Classification of property	(b) Month and year placed in service	(c) Basis for depreciation (business/investment use only—see instructions)	(d) Recovery period	(e) Convention	(f) Method	(g) Depreciation deduction
19a 3-year property						
b 5-year property						
c 7-year property						
d 10-year property						
e 15-year property						
f 20-year property						
g 25-year property			25 yrs		S/L	
h Residential rental property			27 5 yrs	MM	S/L	
			27 5 yrs	MM	S/L	
i Nonresidential real property			39 yrs	MM	S/L	
				MM	S/L	

Section C—Assets Placed in Service During 2010 Tax Year Using the Alternative Depreciation System

20a Class life					S/L	
b 12-year			12 yrs		S/L	
c 40-year			40 yrs	MM	S/L	

Part IV Summary (see instructions)

21 Listed property Enter amount from line 28	21	
22 **Total.** Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21 Enter here and on the appropriate lines of your return Partnerships and S corporations—see instructions	22	182,082
23 For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs	23	

Part V **Listed Property** (Include automobiles, certain other vehicles, certain computers, and property used for entertainment, recreation, or amusement.)

Note: *For any vehicle for which you are using the standard mileage rate or deducting lease expense, complete **only** 24a, 24b, columns (a) through (c) of Section A, all of Section B, and Section C if applicable.*

Section A—Depreciation and Other Information (Caution: *See the instructions for limits for passenger automobiles.***)**

24a Do you have evidence to support the business/investment use claimed? ☐ **Yes** ☐ **No** | **24b** If "Yes," is the evidence written? ☐ **Yes** ☐ **No**

(a) Type of property (list vehicles first)	**(b)** Date placed in service	**(c)** Business/ investment use percentage	**(d)** Cost or other basis	**(e)** Basis for depreciation (business/investment use only)	**(f)** Recovery period	**(g)** Method/ Convention	**(h)** Depreciation/ deduction	**(i)** Elected section 179 cost
25 Special depreciation allowance for qualified listed property placed in service during the tax year and used more than 50% in a qualified business use (see instructions)						25		
26 Property used more than 50% in a qualified business use								
		%						
		%						
		%						
27 Property used 50% or less in a qualified business use								
		%				S/L -		
		%				S/L -		
		%				S/L -		

28 Add amounts in column (h), lines 25 through 27 Enter here and on line 21, page 1 . **28**

29 Add amounts in column (i), line 26 Enter here and on line 7, page 1 . . . . **29**

Section B—Information on Use of Vehicles

Complete this section for vehicles used by a sole proprietor, partner, or other "more than 5% owner," or related person

If you provided vehicles to your employees, first answer the questions in Section C to see if you meet an exception to completing this section for those vehicles

	(a) Vehicle 1		**(b)** Vehicle 2		**(c)** Vehicle 3		**(d)** Vehicle 4		**(e)** Vehicle 5		**(f)** Vehicle 6	
30 Total business/investment miles driven during the year (**do not** include commuting miles) . . .												
31 Total commuting miles driven during the year .												
32 Total other personal(noncommuting) miles driven												
33 Total miles driven during the year Add lines 30 through 32												
	Yes	**No**	**Yes**	**No**	**Yes**	**No**	**Yes**	**No**	**Yes**	**No**	**Yes**	**No**
34 Was the vehicle available for personal use during off-duty hours?												
35 Was the vehicle used primarily by a more than 5% owner or related person?												
36 Is another vehicle available for personal use? .												

Section C—Questions for Employers Who Provide Vehicles for Use by Their Employees

Answer these questions to determine if you meet an exception to completing Section B for vehicles used by employees who **are not** more than 5% owners or related persons (see instructions)

	Yes	**No**
37 Do you maintain a written policy statement that prohibits all personal use of vehicles, including commuting, by your employees?		
38 Do you maintain a written policy statement that prohibits personal use of vehicles, except commuting, by your employees? See the instructions for vehicles used by corporate officers, directors, or 1% or more owners		
39 Do you treat all use of vehicles by employees as personal use?		
40 Do you provide more than five vehicles to your employees, obtain information from your employees about the use of the vehicles, and retain the information received?		
41 Do you meet the requirements concerning qualified automobile demonstration use? (See instructions)		
Note: If your answer to 37, 38, 39, 40, or 41 is "Yes," do not complete Section B for the covered vehicles		

Part VI **Amortization**

(a) Description of costs	**(b)** Date amortization begins	**(c)** Amortizable amount	**(d)** Code section	**(e)** Amortization period or percentage	**(f)** Amortization for this year
42 Amortization of costs that begins during your 2010 tax year (see instructions)					
43 Amortization of costs that began before your 2010 tax year				43	
44 Total. Add amounts in column (f) See the instructions for where to report . .				44	

AMENDED AND RESTATED BY-LAWS OF
US LACROSSE, INC.
Dated: June 12, 2010

BY-LAWS OF US LACROSSE, INC

TABLE OF CONTENTS

CHAPTER 1-- NAME

Section 1 1 The name of this corporation shall be US Lacrosse, Inc

CHAPTER 2-- DEFINITIONS

Section 2 1 As used in these By-Laws, the term (a) "Affiliated Sports Organizations" means the National Collegiate Athletic Association (the "NCAA"), the National Federation of State High School Associations ("NFSA"), the Intercollegiate Women's Lacrosse Coaches Association, the Intercollegiate Men's Lacrosse Coaches Association, the Men's Collegiate Lacrosse Association and any similar organization that has as its focus the sport of Lacrosse

(b) "Amateur Athlete" means any male or female athlete who meets the eligibility standards established by US Lacrosse for the sport of Lacrosse

(c) "Amateur Athletic Competition" means a contest, game, tournament, or other event in which only Amateur Athletes compete

(d) "Amateur Sports Organization" means a not-for-profit corporation, club, federation, union, association, or other group organized in the United States which sponsors or arranges any Amateur Athletic Competition in the sport of Lacrosse

(e) "Armed Forces" means the United States Army, United States Navy, United States Air Force, and United States Marine Corps

(f) "Board" means the Board of Directors of US Lacrosse

(g) "FIL" means the Federation of International Lacrosse or such other international sports federation(s), if any, recognized by the Board as having jurisdiction over International Amateur Competition in Lacrosse

(h) "Intercollegiate Associate Team" means a team organization, other than varsity or junior varsity team, which engages in intercollegiate Lacrosse competition

(i) "International Amateur Athletic Competition" means any Amateur Athletic Competition involving athletes from two or more countries

(j) "Lacrosse" means all of the lacrosse disciplines recognized by US Lacrosse or recognized in the FIL sanctioned styles of play It shall include the women's and men's games as well as other developmental styles of the game

(k) "Men's Game" means the sport of lacrosse as played in accordance with the men's rules promulgated by US Lacrosse, the NCAA, FIL or NHFS

(l) "NGB" means National Governing Body

(m) "Post-Collegiate Clubs" means team organizations, other than professional teams, which engage in post-collegiate Lacrosse competition

(n) "Sanction" means a written approval issued by US Lacrosse

(o) "US Lacrosse" means US Lacrosse, Inc , a Maryland not-for-profit corporation

(p) "Women's Game" means the sport of lacrosse as played in accordance with the women's rules promulgated by US Lacrosse, the NCAA, FIL or NHFS

(q) "Youth" shall mean any male or female individual 18 years of age or younger, who is actively engaged in Amateur Athletic Competition, or otherwise participating in the sport of Lacrosse

<u>CHAPTER 3--</u> <u>PURPOSES</u>

Section 3 1 The purposes of US Lacrosse are stated in the Articles of Incorporation In furtherance of such purposes, US Lacrosse shall serve as the National Governing Body for the sport of Lacrosse in the United States and may serve as the member of any IF for Lacrosse In furtherance of such purposes, US Lacrosse shall

(a) Establish national goals for amateur athletic activities related to the sport of Lacrosse and encourage the attainment of those goals

(b) Coordinate and develop amateur athletic activity in the United States relating to Amateur Athletic Competition in the sport of Lacrosse and to promote Lacrosse participation and the development of athletes' skills at all levels through programs for Lacrosse coaches and officials

(c) Exercise exclusive jurisdiction over all matters pertaining to the participation of the United States in the sport of Lacrosse in world championships and other international competitions

(d) Promote and support the introduction of the sport of Lacrosse to individuals and communities who are not familiar with or traditionally associated with the sport of Lacrosse in order to promote and enhance the overall diversity of individuals engaged in amateur athletic activities in the sport of Lacrosse

(e) Promote, support and expand the participation by Youth in amateur athletic activities in the sport of Lacrosse

(f) Promote and support amateur athletic activities in the sport of Lacrosse involving the United States and foreign nations

(g) Keep Amateur Athletes informed of policy matters of the NGB

(h) Promote and encourage physical fitness and public participation in the sport of Lacrosse and the education of the public with respect thereto

(i) Assist organizations and individuals concerned with sports in the development of amateur athletic programs for Amateur Athletes in the sport of Lacrosse from grassroots junior development through advanced levels

(j) Protect the right of opportunity, without discrimination on the basis of race, color, religion, age, sex, sexual orientation or national origin, of any Amateur Athlete, coach, trainer, manager, administrator, or official to participate in Amateur Athletic Competition in the sport of Lacrosse

(k) Foster the development of amateur athletic facilities for use by Amateur Athletes training for competitions in the sport of Lacrosse and assist in making such facilities available to such athletes

(l) Provide and coordinate technical information on physical training, equipment design, officiating, coaching, and performance analysis in the sport of Lacrosse

(m) Encourage and support research, development and dissemination of information in the areas of sports medicine, sports science and sports safety related to the sport of Lacrosse

(n) Maintain and promote the highest ethical standards in all aspects of the sport of Lacrosse

(o) Encourage and provide assistance to amateur athletic programs and competitions for disabled individuals in the sport of Lacrosse including, where feasible, the expansion of opportunities for meaningful participation by disabled individuals in Lacrosse competition for able-bodied individuals

(p) Encourage and provide assistance to individuals of racial and ethnic minorities for the purpose of increasing the participation of such athletes in the sport of Lacrosse

(q) Honor men and women, past and present, who by their deeds as players, coaches, officials, and/or contributors, and by the example of their lives, personify the great contribution of the sport of Lacrosse to our way of life, and to enshrine such individuals in the Lacrosse Hall of Fame

(r) Maintain a museum, depository or showplace for memorabilia, artifacts, equipment, uniforms, written material and documents relating to and descriptive of the sport of Lacrosse and its history, including its Native American origins

(s) Fulfill any other purposes outlined for National Governing Bodies

CHAPTER 4-- PROHIBITED ACTIVITIES

Section 4 1 No Political Activities US Lacrosse shall not participate or intervene directly or indirectly in any political campaign on behalf of or in opposition to any candidate for public office

Section 4 2 No Lobbying No substantial part of the activities of US Lacrosse shall be attempting to influence legislation by propaganda or otherwise, or contacting, or urging the public to contact, members of a legislative body for the purpose of proposing, supporting or opposing legislation

CHAPTER 5-- POWERS OF US LACROSSE

Section 5 1 US Lacrosse shall be autonomous in its governance of the sport of Lacrosse, in that it independently shall determine and control all matters central to such governance, shall not delegate such determination and control to other organizations, and shall be free from outside restraint This provision shall not be construed as preventing US Lacrosse from contracting with third parties for administrative assistance and support in connection with its purposes or from delegating to its members the authority to conduct certain portions of the NGB's program In connection therewith, and without limiting any powers granted by applicable state law, US Lacrosse shall have the following powers

(a) Represent the United States in all relations with any IF

(b) Serve as a coordinating body for Amateur Athletic Competition in the sport of Lacrosse in the United States

(c) Exercise jurisdiction over international amateur athletic activities and sanction International Amateur Athletic Competition held in the United States and sanction the sponsorship of International Amateur Athletic Competition held outside the United States in the sport of Lacrosse, in accordance with the provisions of these By-Laws

(d) Conduct Amateur Athletic Competition in the sport of Lacrosse, including regional and national championships and festivals, and International Amateur Athletic Competition in the United States, and establish procedures for the determination of eligibility standards for participation in such competitions except for restricted competition referred to in Paragraph (e) below

(e) Designate individuals and teams to represent the United States in International Amateur Athletic Competition (other than the Olympic or Pan American Games) in the sport of Lacrosse and certify, in accordance with the rules of any IF, the eligibility of such individuals and teams, provided that any Amateur Sports Organization which conducts Amateur Athletic Competition, participation in which is restricted to a specific class of Amateur Athletes (such as high school students, college students, members of the Armed Forces or similar groups or categories), shall have exclusive jurisdiction over such competition If such an Amateur Sports Organization wishes to conduct International Amateur Athletic

Competition for Lacrosse either inside or outside the United States, it shall obtain a Sanction from US Lacrosse as provided in Chapter 19 below

(f) Facilitate, through orderly and effective administrative procedures, the resolution of conflicts or disputes which involve any of its members and any Amateur Athlete, coach, trainer, manager, administrator, official, or Amateur Sports Organizations, and which arise in connection with their eligibility for and participation in the World Championship competition or other international or national competitions

(g) Establish and maintain offices for the conduct of the affairs of US Lacrosse

(h) Publish one or more newspapers, magazines, online publications or other publications consistent with its corporate purposes

(i) Promote and encourage educational programs in the sport of Lacrosse, including programs that inform the people of the United States of the virtues of good citizenship and sportsmanlike conduct, of the cultural aspects of amateur athletic activities, and of the benefits of physical fitness and participation in amateur athletic activities

(j) Take such other actions and engage in such other activities as may be consistent with and in furtherance of the purposes of US Lacrosse

CHAPTER 6-- MEMBERSHIP

Section 6 1 Eligibility Membership in US Lacrosse shall be open to

(a) Any youth player, adult player, coach, trainer, manager, administrator, official, fan or other individual active or interested in the sport of Lacrosse

(b) Any Affiliated Sports Organization or Amateur Sports Organization

Section 6 2 Membership Required Unless such requirement is waived by the Board or the President, for a person to be eligible to participate in US Lacrosse's formal, non-developmental sanctioned competition, such person must be a member of US Lacrosse For international competition, an athlete must also be declared eligible under IF rules to participate This provision shall also apply to any lacrosse coach, trainer, manager, administrator or other official seeking to participate in the conduct of formal, non-developmental sanctioned competition

Section 6 3 Classes of Members The classes of members of US Lacrosse shall be as determined by the Board of Directors from time to time In the absence of any other determination, the classes of members who are individuals shall consist of youth players, adult players, coaches, officials and at large members (or fans) The Board of Directors shall determine whether to establish one or more separate classes of members comprised of Affiliated Sports Organizations and/or Amateur Sports Associations

Section 6 4 Rights of Members The members of US Lacrosse shall have such rights and benefits as may be determined by the Board of Directors from time to time The members of US Lacrosse shall not, however, have any voting rights with respect to the election of the Board of Directors or any other matter relating to US Lacrosse

CHAPTER 7-- DUES

Section 7 1 The Board of Directors shall fix the amount of dues for each class of members and for any combination of classes Such dues shall be fixed on an equitable basis and shall be due and payable on such date or dates as may be determined by the Board of Directors The dues established shall reasonably reflect the rights and services which the member receives within the member classification

CHAPTER 8-- RECOGNITION AND SUSPENSION OR REMOVAL OF MEMBERS

Section 8 1 Individual Applicants for Membership Any individual eligible for membership may become a member of US Lacrosse by applying to US Lacrosse indicating which class of membership the applicant wishes to join and making payment of the applicable dues

Section 8 2 Organization Applications for Membership Any organization described in Section 6 1(b) above seeking to become a member of US Lacrosse shall apply in writing for recognition by US Lacrosse Such application shall set forth the qualifications of the applicant for membership and shall be referred to the Executive Committee The Executive Committee shall promptly review the application and forward same to the Board together with its assessment of the qualifications of the applicant and the action recommended by the Executive Committee The final decision on an application for membership shall be the responsibility of the Board

Section 8 3 Membership Policies The Board of Directors shall have the authority to establish operating policies detailing responsibilities of members

Section 8 4 Suspension or Removal Any member who violates any of the provisions of these By-Laws, or any operating policy of US Lacrosse approved by the Board of Directors may, after due notice and an opportunity to be heard before the Executive Committee, be suspended or removed by a vote of two-thirds of the entire Executive Committee

CHAPTER 9-- BOARD OF DIRECTORS

Section 9 1 In General US Lacrosse shall be governed by a Board of Directors whose members are selected in accordance with the provisions of these By-Laws

Section 9 2 Authority The Board of Directors shall have general responsibility to define the policies to be followed in carrying out the objectives and purposes of US Lacrosse, as set forth in US Lacrosse's Articles of Incorporation and By-Laws The affairs of US Lacrosse shall be managed by the Directors who shall have and may exercise all of the powers of the Corporation

Section 9 3 Composition The Board of Directors of US Lacrosse shall consist of a total of twenty-five (25) individuals, comprised as follows

(a) The Chair of the Board of Directors

(b) The Vice Chair of the Board of Directors

(c) The Past Chair of the Board of Directors

(d) The Secretary of the Board of Directors

(e) The Treasurer of the Board of Directors

(f) The Chair of the Women's Game Committee more particularly described in Section 10 5 below

(g) Nine (9) at large candidates who represent the Women's Game

(h) The Chair of the Men's Game Committee more particularly described in Section 10 5 below

(i) Nine (9) at large candidates who represent the Men's Game

Section 9 4 Classes With the exception of the Chair, Vice Chair, Past Chair and Secretary, the Board of Directors shall be divided into three (3) classes Each class shall be comprised of seven (7) Directors In connection with the initial establishment of three (3) classes of the members of the Board of Directors, one class shall be elected to serve an initial term of one (1) year, a second class shall be elected to serve an initial term of two (2) years and the remaining class shall be elected to serve an initial term of three (3) years Each member of the Board of Directors shall be elected for a three (3) year term following the initial terms of the members of the Board of Directors in connection with the creation of three (3) classes of members of the Board of Directors The Treasurer shall be elected to an initial term of three (3) years Each Director shall hold office until the next annual meeting of Directors that coincides with the end of his or her term and until his or her successor is elected and qualified, or until such Director dies, resigns, is removed or becomes disqualified

Section 9 5 Diversity US Lacrosse is committed to taking meaningful and intentional actions to promote diversity among the members of the Board of Directors US Lacrosse recognizes the need to promote and enhance diversity throughout the sport of Lacrosse, and diversity among the members of the Board of Directors is consistent with and in furtherance of that overall goal

Section 9 6 Term Limits With the exception of the officers (other than the Treasurer) whose term limits are set forth in Section 11 1 below, and with the exception of the Treasurer as set forth below, each member of the Board of Directors shall only be permitted to serve two (2) successive terms of three (3) years each Any member of the Board of Directors who desires to serve a second successive three (3) year term shall be required as a condition to being considered for election to a second three (3) year term to submit to the Board Development Committee a completed application for service on the Board of Directors in the form then required by the Board Development Committee at least nine (9) months prior to the end of such board member's initial three (3) year term Once a Director has served two (2) consecutive terms of three (3) years each he or she shall not be permitted to serve as a Director of the corporation until the expiration of at least one (1) year from the last date of service by such individual as a member of the Board of Directors The Treasurer shall be permitted to serve up to three (3) successive terms of three (3) years each Notwithstanding the foregoing, however, the class that serves an initial term of one (1) year pursuant to Section 9 4 above and the class that serves an initial term of two (2) years pursuant to Section 9 4 above shall be entitled to serve two (2) successive three (3) year terms following the expiration of the initial term Individuals serving a second consecutive three (3) year term as a member of the Board of Directors shall not be eligible to be elected as an officer of the corporation Officers of the corporation shall not be eligible to continue to serve as a member of the Board of Directors when their term of office has expired until the expiration of at least one (1) year from the last date of service by such individual as an officer of the corporation A Director elected to fill a vacancy shall hold office for the period remaining of his or her predecessor's term A partial term shall not count as a full term and shall not be counted for purposes of the term limits set forth in these By-Laws

Section 9 7 Annual Meeting Except as otherwise determined by the Board of Directors, the annual meeting of the Board of Directors shall take place in June of each year At the annual meeting the Board of Directors shall elect a new class of Directors based upon a slate of nominees proposed by the Board Development Committee developed through the Board Development Committee nomination process Each class of Directors elected at the annual meeting of the Corporation shall serve for a three (3) year term

Section 9 8 Attendance at Meetings Directors are required to attend all meetings of the Board of Directors, and attendance in person is required whenever possible The Board Development Committee shall monitor the attendance of directors at meetings of the Board of Directors and individuals who fail to attend meetings of the Board of Directors shall be required to explain the reason or reasons for their absence to the Board Development Committee Any member of the Board of Directors who fails to attend at least two-thirds of the meetings of the Board of Directors during his or her initial term shall not be eligible for re-election to a second term unless the Board Development Committee determines that unique and extraordinary circumstances prevented a particular individual from attending at least two-thirds of the meetings of the Board of Directors during his or her initial term, in which case such individual shall be eligible for re-election to a second term

Section 9 9 Suspension or Removal A Director may be suspended or removed with or without cause by vote of a majority of the Directors then in office A Director may be removed with cause only after reasonable notice and opportunity to be heard

Section 9 10 Resignation A Director may resign by delivering his or her written resignation to the president, treasurer or secretary of the Corporation, to a meeting of the Directors or to the Corporation at its principal office Such resignation shall be effective upon receipt (unless specified to be effective at some other time) and acceptance thereof shall not be necessary to make it effective unless it so states

Section 9 11 Vacancies Any vacancy in the Board of Directors (except a vacancy resulting from enlargement which must be filled in accordance with Section 4 1) may be filled by the Directors Each successor shall hold office for the unexpired term or until he or she dies, resigns, is removed or becomes disqualified The Directors shall have and may exercise all their powers notwithstanding the existence of one or more vacancies in their number

Section 9 12 Meetings Regular meetings of the Directors may be held at such time or times as the Directors may determine At a minimum, the Director shall meet at least three (3) times each year in person One (1) in person meeting shall constitute the annual meeting of the Board of Directors and shall be held in June of each year unless otherwise determined by the Board of Directors

Section 9 13 Special Meetings Special meetings of the Directors may be held at any time and at any place when called by the Chair of the Board of Directors (or if there be no such Chair, the president) or by three(3) or more Directors

Section 9 14 Call or Notice

(a) Regular Meetings No call or notice shall be required for regular meetings of Directors, provided that reasonable notice (i) of the first regular meeting following the determination by the Directors of the times and places for regular meetings shall be given to absent members, (ii) specifying the purposes of a regular meeting shall be given to each Director if either contracts or transactions of the Corporation with interested persons or amendments to these by-laws are to be considered at the meeting, and (iii) shall be given as otherwise required by law, the articles or organization or these by-laws

(b) Special Meetings Reasonable notice consisting of at least ten (10) days prior notice of the time and place of special meetings of the Directors shall be given to each Director Such notice need not specify the purposes of a meeting, unless otherwise required by law, the articles of organization or these by-laws or unless there is to be considered at the meeting (i) contracts or transactions of the Corporation with interested persons, (ii) amendments to these by-laws, (iii) an increase or decrease in the number of Directors, or (iv) removal or suspension of a Director

(c) Reasonable and Sufficient Notice Except as otherwise expressly provided in these By-Laws or applicable law, it shall be reasonable and sufficient notice to a Director to send notice by mail at least ten (10) days or by electronic mail or telecopier at least five (5) days before the meeting addressed to him or her at his or her usual or last known business or residence address or to give notice to him or her in person or by telephone at least five (5) days before the meeting

(d) Waiver of Notice Whenever notice of a meeting is required, such notice need not be given to any Director if a written waiver of notice, executed by him (or his attorney thereunto authorized) before or after the meeting, is filed with the records of the meeting, or to any Director who attends the meeting without protesting prior thereto or at its commencement the lack of notice to him A waiver of notice need not specify the purposes of the meeting unless such purposes were required to be specified in the notice of such meeting

Section 9 15 Quorum At any meeting of the Directors a majority of the Directors then in office shall constitute a quorum Any meeting may be adjourned by a majority of the votes cast upon the question, whether or not a quorum is present, and the meeting may be held as adjourned without further notice

Section 9 16 Action by Vote When a quorum is present at any meeting, a majority of the Directors present and voting shall decide any question, including election of officers, unless otherwise provided by law, the articles of organization or these by-laws

Section 9 17 Action by Writing Any action required or permitted to be taken at any meeting of the Directors may be taken without a meeting if all the Directors consent to the action in writing and the written consents are filed with the records of the meetings of the Directors Such consents shall be treated for all purposes as a vote at a meeting

Section 9 18 Presence Through Communication Device Unless otherwise provided by law or the Articles of Organization, Directors may participate in any meeting by means of a conference telephone or similar communication device through which all persons participating in the meeting can hear each other at the same time, and participation by such means shall constitute presence in person at a meeting Attendance in person at all regular or special meetings is required whenever practicable Special meetings of the Board of Directors may take place entirely through the use of a conference telephone or similar communication device if circumstances require that a special meeting be conducted in such manner, as determined by the Chair of the Board of Directors

Section 9 19 No Compensation Directors shall be prohibited from receiving any compensation for services rendered in the capacities as Board members, including the payment of money or any other form of in-kind compensation, provided that this restriction shall not prohibit members of the Board of Directors from being reimbursed by the Corporation for actual expenses incurred by them in their capacities as Board members provided that the reimbursement of such expenses is approved in advance by the Board of Directors or an appropriate committee of the Board of Directors

Section 9 20 For purposes of any matter which under applicable state law requires the approval or other action of members of a nonprofit corporation, the members of US Lacrosse shall consist of those persons who are members of the Board of Directors

CHAPTER 10—COMMITTEES

Section 10 1 Executive Committee There shall be an Executive Committee of the Board comprised of the Chair, the Vice Chair, the Past Chair the Secretary, the Treasurer, the Chair of the Women's Game Committee and the Chair of the Men's Game Committee The President of US Lacrosse, the Counselor(s) and such other individuals as may be identified by the Chair of the Board shall be entitled to attend meetings of the Executive Committee with voice but without vote The Executive Committee shall be responsible for all US Lacrosse matters relating to ethics and diversity The Executive Committee shall have and may exercise all of the powers and authority of the Board of Directors in the management of US Lacrosse, except that the Executive Committee shall not have power or authority as to the following

(a) The adoption, amendment or appeal of the By-Laws

(b) The amendment or repeal of any resolution of the Board that by its terms is amendable or appealable only by the Board

(c) Action on matters committed by the By-Laws or a resolution of the Board exclusively to another committee of the Board

Section 10 2 Board Development Committee There shall be a Board Development Committee comprised of up to ten (10) individuals The Past Chair of the Board of Directors shall be the Chair of the Board Development Committee and the Vice Chair shall be a member of the Board Development Committee The Board Development Committee shall include at least two (2) other current members of the Board of Directors, and up to six (6) additional members who do not have to be members of the Board of Directors to serve on the Board Development Committee All members of the Board Development Committee, other than the Chair, shall be appointed by the Chair of the Board of Directors and approved by the Executive Committee The primary functions of the Board Development Committee shall be as follows

(a) Board Evaluations The Board Development Committee shall regularly review and evaluate overall Board performance in relation to the Board's role and areas of responsibility, and as part of that process the Board Development Committee shall conduct annual individual director evaluations with respect to each outgoing class and collective Board evaluations The Board Development Committee shall develop expectations and recommend service criteria applicable to individual Board members, including without limitation qualifications, time commitments, meeting attendance, committee service, conflict of interest and such other matters as the Board Development Committee deems relevant

(b) Board Composition The Board Development Committee shall assess and track current and anticipated needs for Board composition and make recommendations to the Board to ensure the following

(1) Men's and Women's game balance

(2) Diversity (including race, age, socio-economic status, geographic representation and other relevant diversity situations

(3) Appropriate youth game representation

(4) Knowledge and skill areas (for example law, finance, business, sport and other specialized areas) needed to support Board activities

(5) Consistency of Board members attributes and abilities (commitment to the mission of the Corporation , interest in and/or involvement with the sport of lacrosse, demonstrated leadership and other relevant attributes and abilities) needed to support Board activities

(6) The influence and access required to lead the organization effectively in the accomplishment of its mission

(7) Candidates for Board service shall be identified and recruited from the broad US Lacrosse constituencies Proposed candidates must meet the defined expectations of individual Board members and fit the Board composition profile as approved by the Board

(8) Candidates to be voted on by the full Board for Board service shall be nominated based on leadership skills, commitment to the US Lacrosse mission, in conformance with the approved Board profile and ability to meet approved individual Board member expectations, interests and availability

(9) Annually communicating with each Board member whose term of office is expiring in cooperation with the Board Chair to assess his or her continued interest in and commitment to Board membership and service

(c) <u>Board Knowledge</u>

(1) Designs and implements with Board approval a Board orientation, including creation and distribution of relevant information to Board nominees prior to nomination and during the first cycle of their Board Service

(2) Recommends to the Board of Directors an ongoing program of Board education for all Board members

(d) <u>Board Effectiveness</u>

(1) Recommends a process to the Board of Directors for the annual assessment of the collective Board's performance and proposes, as appropriate, changes in Board personnel, structure, roles and responsibilities

(2) Recommends a process to the Board of Directors for the annual assessment of individual Board member performance

(3) Provides ongoing counsel to the Board Chair and other Board leaders on steps they might take to enhance board effectiveness

(4) Regularly reviews the Board's practices regarding participation, meeting structure and format, conflict of interest, confidentiality and other relevant matters, and suggests improvements as need

(e) Board Leadership Nominates individuals for election by the Board of Directors to serve as officers of US Lacrosse

Section 10 3 Finance and Audit Committee There shall be a Finance and Audit Committee comprised of up to six (6) individuals The Chair of the Finance and Audit Committee shall be the Treasurer of US Lacrosse At least one (1) additional Board member and up to four (4) additional members who are not required to be members of the Board of Directors shall serve on the Finance and Audit Committee All members of the Finance and Audit Committee other than the Chair shall be appointed by the Chair of the Board of Directors and approved by the Executive Committee The Finance and Audit Committee shall have as a standing subcommittee the Insurance and Risk Subcommittee (the "IRM Subcommittee") The IRM Subcommittee shall consist of up to eight (8) members, which shall include the Treasurer The remaining members of the IRM Subcommittee are not required to be members of the Board of Directors All members of the IRM Subcommittee shall be appointed by the Chair of the Board of Directors and approved by the Executive Committee A Counselor shall attend all meetings of the IRM Subcommittee The Chair of the Board of Directors shall annually appoint three (3) members of the Finance and Audit Committee who shall serve as the Audit Subcommittee The Audit Subcommittee shall provide for an annual audit of the accounts of the corporation by a certified public accountant The audited financial statements of the corporation shall be in such form and contain such information as may be recommended by the Audit Subcommittee The primary functions of the Finance and Audit Committee shall be as follows

(a) Budget

(1) Reviews and evaluates the annual budget to ensure alignment with strategic priorities of US Lacrosse

(2) Annually reviews sources of funding to ensure long term viability of the organization

(3) Leads Board discussion on and approval of the annual budget

(4) Oversees organizational financial planning

(5) Reviews budgets of special projects or committees as appropriate

(b) Financial Policies and Procedures

(1) Establishes policies for and conducts annual reviews of internal financial controls

(2) Monitors the preparation of all tax forms and licenses as required by law, with primary responsibility for compliance with all current and future governmental requirements applicable to the corporation as a non-profit organization exempt from taxation under Section 501(c)(3) of the Internal Revenue Code

(c) Financial Reporting Ensures the preparation of accurate, timely financial reports and reviews such reports with the Board to explain budget deviations and make recommendations

(d) Audit Arranges through the Audit Subcommittee for an annual audit of financial operations, reviews the audit report with the auditor and reports the results of the annual audit to the Board

(e) Investments Recommends investment strategies for funds and reports to the Board on a regular basis regarding the conditions of all investments made by the corporation

(f) Insurance and Risk Management Annually evaluates and makes recommendations concerning the organization's business coverage, as well as the membership insurance program, to ensure that the organization and its members are adequately insured and then monitors the risk management policies of the organization and provides recommendations to strengthen risk management to appropriate policies and procedures Recommends appropriate directors' and officers' liability insurance coverage and recommends risk management practices for consideration by the Board All insurance and risk management activities shall be carried out by the IRM Subcommittee

Section 10 4 Women's Game Committee and Men's Game Committee There shall be a Women's Game Committee and a Men's Game Committee (the "Game Committees") Each Game Committee shall be responsible for supporting US Lacrosse staff in the ongoing development and safety of the Women's Game and the Men's Game, as applicable Each Game Committee serves as the focal point for ongoing efforts to promote synergy between the Women's Game and the Men's Game in the sport of lacrosse Each Game Committee reports to the Board of Directors and is the primary vehicle for communication between the Board and the Women's Game and Men's Game constituencies The Game Committees shall meet jointly as determined by the Board of Directors to identify and discuss areas of appropriate collaboration and consistency The focus of each Game Committee shall include a number of major areas of importance within the Women's Game and the Men's Game The major areas of responsibility of each Game Committee, which may be served by subcommittees established within each Game

Committee, and the maximum number of individuals that may serve on each such subcommittee, shall be as follows

(a) Women's Game and Men's Game Recognition Subcommittees (maximum of five (5) members each) This subcommittee shall recommend policy and provide oversight for awards and other lacrosse honors (excluding Hall of Fame) within the Women's Game or the Men's Game, as applicable, bestowed by US Lacrosse Recognition opportunities within each subcommittee's area of responsibility would include youth awards, high school all-American selection, college all-American selection (Women's Game), national tournament selection (Women's Game), high school coach of the year and other similar recognition categories

(b) Women's Game and Men's Game Safety Education Subcommittees (maximum of five (5) members each) These subcommittee shall lead discussion on cultural or political trends in the Women's Game and the Men's Game, as applicable, that have the potential of impacting player safety or threatening the integrity of the game These subcommittees shall use various communication tools to provide adequate information on the Women's Game and the Men's Game, as applicable to, the national lacrosse community Each of these subcommittees shall establish a strong liaison with the Sports Science & Safety Committee

(c) Women's Game and Men's Game Officials Subcommittees (maximum of twelve (12) members each) Each of these subcommittees shall provide counsel and leadership in the development of recruitment strategies, educational resources, communication pathways and rules interpretation to strengthen in quantity and quality, Women's Game and Men's Game officials throughout the country

(d) Women's Game and Men's Game Post Collegiate Subcommittee (maximum of four (4) members each) Each of these subcommittees represents and provides a forum for post collegiate players The goal of each subcommittee is to support opportunities to play, engage post collegiate players and coaches in an effort to establish national standards and increase the quality of play

(e) Women's Intercollegiate Associate Subcommittee (maximum of eight (8) members) This subcommittee, which shall be limited to the Women's Game, is charged with providing leadership and oversight of a national structure for Women's collegiate club play, including the establishment of standardized policies for competition and participation in a national championship

(f) Women's Game and Men's Game Youth Subcommittees (maximum of twelve (12) members each) Each of these subcommittees is focused on providing leadership and guidance with respect to US Lacrosse efforts to support the healthy development of girls youth lacrosse and boys youth lacrosse, as applicable The responsibilities of each subcommittee include the promotion of standardized rules of play for youth lacrosse, providing counsel to US Lacrosse with respect to the development of programs intended to serve youth players, parents and administrators, as well as the development of member benefits and youth events The Women's Game Youth Subcommittee and the Men's Game Youth Subcommittee shall meet jointly at least once each year in order to identify and discuss areas of appropriate collaboration and consistency

(g) Women's Game and Men's Game Coaches Subcommittees (maximum of ten (10) members each) Each of these subcommittees shall provide counsel and leadership for the ongoing development and recruitment of coaches, educational resources and communication pathways to strengthen in number and quality, Women's Game coaches and Men's Game coaches, as applicable – youth through post college – throughout the country

(h) Women's Game and Men's Game Rules Subcommittees (maximum of seven (7) members each) At least two (2) members of each of these subcommittees shall be familiar with and represent Youth lacrosse Each of these subcommittees is charged with the ongoing development and review of rules for all levels of Women's Game play and Men's Game play under the jurisdiction of US Lacrosse, and will serve as a liaison to and resource for any external organization (NCAA, National Federation of High School Sports and others) involved in rulemaking for the Women's Game and the Men's Game, as applicable

(i) Women's Game and Men's Game Hall of Fame Nominating Subcommittees (maximum of four (4) members each) Each of these subcommittees is responsible for managing the selection process for Women's Game and Men's Game, as applicable, nominees to the Lacrosse Hall of Fame as established by the US Lacrosse Board of Directors This responsibility also includes the recommendation of lifetime achievement and team distinction categories as provided in the Lacrosse Hall of Fame selection process criteria

(j) Women's Game and Men's Game National Team Subcommittees (maximum of five (5) members each) Each of these subcommittees provides critical guidance and philosophical direction for the Women's Game and the Men's Game National Teams program, as applicable Each subcommittee provides counsel relating to the short and long-term planning of the applicable National Team program, makes recommendations for budget and calendar, which includes the scheduling of exhibitions and games for the applicable National Team against other teams, both domestically and abroad, and recommends policy and manages the selection processes for National Team coaches and players

The Chair of each Game Committee shall be nominated by the Board Development Committee and elected by the Board of Directors as Chair of the applicable Game Committee At least five (5) current members of the Board of Directors who represent the Women's Game shall serve on the Women's Game Committee, and at least five (5) current members of the Board of Directors who represent the Men's Game shall serve on the Men's Game Committee Each Game Committee shall include up to fourteen (14) additional members, as needed, to accomplish the work of the Game Committee for a total of up to twenty (20) members The Chair of each subcommittee shall be selected by the Chair of the Game Committee and approved by the Executive Committee Each subcommittee chair shall select the members of his or her subcommittee, subject to approval by the applicable Game Committee Chair and the Executive Committee Members of each subcommittee are not required to be members of the Board of Directors or the Game Committee, including the subcommittee chair All members of each Game Committee other than the Chair shall be appointed by the Chair of the Board of Directors and approved by the Executive Committee

Section 10 5 Sport Development Committee There shall be a Sport Development Committee The Chair of the Sport Development Committee shall be a current member of the Board of Directors who is appointed by the Chair of the Board and approved by the Executive Committee The remaining members of the Sport Development Committee shall consist of the Chair of each subcommittee, and these individuals are not required to be Board members The Sport Development Committee is responsible for working with US Lacrosse staff to review, enhance and, whenever possible, expand the organization's ability to support the healthy development of the sport of lacrosse The focus of the Sport Development Committee shall be represented by the following subcommittees

(a) Coaches Education and Recruitment The Coach Education Program is developed and implemented by the Coach Education and Recruitment Subcommittee and the US Lacrosse Sport Development Department The subcommittee shall oversee the ongoing development, delivery and standardization of a multi-level, national coaching education and certification curriculum accessible to all Women's Game and Men's Game coaches at every level This subcommittee shall have a minimum of two representatives from each of the Women's Game Coaches subcommittee and the Men's Game Coaches Subcommittee

(b) Official Education and Recruitment The Officials Education Program is developed and implemented by the Officials Education and Recruitment Subcommittee and the US Lacrosse Sport Development Department The subcommittee shall oversee the ongoing development, delivery and standardization of a multi-level, national education and certification curriculum accessible to all Women's Game and Men's Game officials at every level This subcommittee shall have a minimum of two representatives from the Women's Game Officials Subcommittee and two representatives from the Men's Game Officials Subcommittee

(c) Athlete/Parent Education This subcommittee shall be focused on working with staff to develop and deliver relevant educational resources directed to parents and players on important issues in an effort to increase and improve engagement of parents with US Lacrosse and the quality of the experience with the sport of lacrosse This subcommittee shall have a minimum of two representatives from the Women's Game Youth Subcommittee and a minimum of two representatives from the Men's Game Youth Subcommittee

(d) Sports Science and Safety The Sports Science and Safety Subcommittee functions as an advisory group to the Board of Directors and various committees of US Lacrosse as well as a source of lacrosse sport safety education for the national lacrosse community The goal of this Subcommittee is to utilize existing sports medicine literature and grow the body of lacrosse safety knowledge in order to objectively advise US Lacrosse and the lacrosse community on factors that may enhance the safety and quality of experience of players at all levels This Subcommittee shall have a minimum of two representatives from the Insurance and Risk Management Subcommittee of the Finance and Audit Committee

(e) Olympic Development This Subcommittee shall be responsible for proactively exploring the opportunity for future Olympic recognition for the sport of lacrosse, evaluation the state of international lacrosse and identifying ways in which US Lacrosse can provide leadership and support in the effort to expand international lacrosse participation and recognition

The Chair of each subcommittee shall be selected by the Chair of the Sport Development Committee and approved by the Executive Committee Each subcommittee chair shall select the members of his or her subcommittee, subject to approval by the Sport Development Committee Chair, the Chair of the Board of Directors and the Executive Committee Members of each subcommittee are not required to be members of the Board of Directors or the Sport Development Committee, including the subcommittee chair

Section 10 6 Regional Chapters Committee There shall be a Regional Chapters Committee that shall provide responsive and effective leadership and facilitation to US Lacrosse recognized chapters The Chair of the Regional Chapter Committee shall be a member of the Board of Directors appointed by the Chair of the Board and approved by the Executive Committee The primary responsibility of the Regional Chapters Committee shall be as follows

(a) Creation and ongoing development of the Chapter Operations Manual

(b) Management of chapter compliance with organizational and performance standards established from time to time by US Lacrosse

(c) Development and delivery of best practice education to Chapter leadership such as non-profit duty of care, duty of loyalty, Internal Revenue Service filing requirements for non-profit entities, accounting, strategic planning and other relevant matters

(d) Improving the value and effectiveness of communication among and between Chapters, including the development of a standardized web platform using US Lacrosse staff resources

(e) Increasing Chapter access to and use of national programs, services and resources offered by US Lacrosse

(f) Monitor and evaluate the compliance of Chapters with the insurance and risk management practices, policies and procedures of US Lacrosse, and report any deficiencies or failure of compliance to the IRM Subcommittee In addition to the Chair of this Committee, at least two (2) additional members of this Committee shall be members of the Board of Directors, who shall be appointed by the Chair of the Board and approved by the Executive Committee The Committee shall consist of a total of up to eight (8) members The remaining five (5) members of this Committee are not required to be members of the Board and shall be appointed by the Chair of the Board and approved by the Executive Committee

Section 10 7 Human Resource Committee There shall be a Human Resource Committee responsible for the ongoing review of and recommendations for employee and volunteer policies, practices and procedures The Chair of the Human Resource Committee shall be a member of the Board of Directors appointed by the Chair of the Board and approved by the Executive Committee The primary focus of the Human Resource Committee shall consist of the following

(a) Employee Personnel Policies

(1) Ensures that all employee personnel policies and practices are in compliance with federal, state and local laws

(2) Annually reviews employee personnel policies and practices to ensure that US Lacrosse has the strongest recruitment and retention tools possible while maintaining fiscal integrity and employee fairness

(3) Recommends changes to employee personnel policies and practices

(b) Employee Compensation Structure

(1) Annually reviews staff salary structure to ensure that employees are fairly compensated and that US Lacrosse remains competitive in the marketplace

(2) Annually reviews staff benefits to ensure that employees receive high quality benefits and that US Lacrosse remains competitive in the marketplace

(c) Employee Grievance Procedure

(1) Ensures that US Lacrosse has an employee grievance process in place and monitors its effectiveness

(2) Responds to all formal, written grievances made against the President/CEO of US Lacrosse

(d) Volunteer Policy and Procedures

(1) Ensures that volunteer management policies, practices and procedures are developed and maintained at all levels of the US Lacrosse organizational structure

(2) Ensures that policies and practices developed and implemented for volunteers acting on behalf of US Lacrosse comply with federal, state and local laws

(3) Annually reviews volunteer management policies, practices and procedures, and recommends changes as needed, especially in the areas of risk management and organizational liability

In addition to the Chair of the Human Resource Committee at least one (1) other member of the Committee shall be a member of the Board of Directors appointed by the Chair of the Board and approved by the Executive Committee The Committee shall include a total of up to five (5) members The remaining three (3) members are not required to be members of the Board of Directors and shall be appointed by the Chair of the Board and approved by the Executive Committee

Section 10 8 Strategic Planning Committee There shall be a Strategic Planning Committee responsible for leading an organization-wide process to develop, continually monitor and provide annual progress updates with respect to the US Lacrosse Strategic Plan The work of the Committee shall be to ensure that the resources and efforts of the organization are focused on and have the greatest impact on achieving the mission of US Lacrosse The Chair of the Strategic Planning Committee shall be a member of the Board of Directors appointed by the Chair of the Board and approved by the Executive Committee The Committee shall include two (2) additional members of the Board of Directors appointed by the Chair of the Board and approved by the Executive Committee During each strategic planning cycle, the membership of the Committee shall be expanded to include up to eight (8) total members The remaining members are not required to be members of the Board of Directors and shall be appointed by the Chair of the Board and approved by the Executive Committee

Section 10 9 Additional Committees The Chair of the Board of Directors may appoint such additional committees as in his or her judgment may be necessary or appropriate for the conduct of the business and affairs of the Corporation, with the appointment of each such committee subject to the approval of the Executive Committee

Section 10 10 Committees Generally The authority of each committee and each subcommittee shall be as set forth in these By-Laws or as otherwise established by the Board of Directors No committee of subcommittee shall have any independent decision-making authority except to the extent specifically conferred upon such committee by the Board of Directors Committees shall make recommendations to the Board of Directors for action by the Board of Directors The Chair of the Board of Directors shall be a member ex-officio of each committee Each committee may elect a Vice Chair Unless otherwise expressly provided in these By-Laws, a majority of the members of each committee shall constitute a quorum for the transaction of business, and a majority of committee members voting in the affirmative at a meeting at which a quorum is present shall take action on behalf of the committee The secretary of each committee or, in the absence of the secretary a temporary secretary appointed by the Chair of the committee shall keep a true record of all proceedings, and such records shall always be open for inspection by any Director A vacancy in any committee occasioned by the death, resignation, inability or refusal of a member to serve may be filled by the Chair of the committee, subject to the approval of the Executive Committee, except where a vacancy exists with respect to the Chair of a committee, which shall be filled by the Chair of the Board of Directors and approved by the Executive Committee All of the provisions of this Section 10 10 shall also be applicable to each subcommittee

Section 10 11 Committee Meetings Committee meetings shall be scheduled as frequently as necessary in order to ensure that committee business is carried out effectively At a minimum, each committee shall meet in person or through a communication device prior to each meeting of the Board of Directors in order to ensure that each committee is prepared to deliver a timely and comprehensive report on the work of the committee at each meeting of the Board of Directors

Section 10 12 Presence Through Communication Device Unless otherwise provided by law or the Articles of Organization, committee members may participate in any meeting by means of a conference telephone or similar communication device through which all persons participating in the meeting can hear each other at the same time, and participation by such means shall constitute presence in person at a meeting

Section 10 13 Additional Subcommittees In addition to the subcommittees identified in this Chapter 10 in relation to the committees more particularly described in Sections 10 3, 10 4 and 10 5, additional subcommittees may be established with respect to any Committee or subcommittee described in this Chapter 10 ("Additional Subcommittees") Each Additional Subcommittee may only be established with the approval of the Executive Committee, and in connection with any request for Executive Committee approval the purpose of the proposed Additional Subcommittee, the proposed number of subcommittee members of each Additional Subcommittee and the method of selecting Additional Subcommittee members and the subcommittee chair shall be presented to the Executive Committee The Executive Committee shall approve the establishment of Additional Subcommittees consistent with the overall committee structure more particularly described in this Chapter 10 and consistent with the purposes and powers of US Lacrosse and the anticipated budget impact of the establishment of each Additional Subcommittee It is specifically anticipated, for example, that Additional Subcommittees will be established with respect to the Women's Game and Men's Game Officials Subcommittee and with respect to the Women's Game and Men's Game Coaches Subcommittees The financial resources devoted by US Lacrosse to each Additional Subcommittee shall be determined through the normal and customary budget process, working through the Chair of the Committee or subcommittee that each Additional Subcommittee is established under Following the approval by the Executive Committee of the establishment of an Additional Subcommittee, the members of the Additional Subcommittee shall be approved by the Executive Committee Sections 10 10, 10 11 and 10 12 of these By-Laws shall be applicable to all committees and subcommittees identified specifically in this Chapter 10 and all Additional Subcommittees

Section 10 13 1 Committee Term Limits _The term limit applicable to each Board member, including the Chair of a Committee, serving on a committee shall be the same as the term limit applicable to such Board member's service as a member of the Board of Directors Each individual that serves on a committee who is not a Board member shall be limited to serving on such committee for a maximum of two (2) successive three (3) year terms All committee members seeking reappointment for an additional term shall be required to submit an application to the Board Development Committee at least nine (9) months prior to the end of their then current term, subject to the term limits set forth herein

Section 10 13 2 Subcommittee Term Limits The Chair of each subcommittee, including Additional Subcommittees, shall serve the same term as the Chair of the Committee that such subcommittee or Additional Subcommittee is established under The term of all other members of subcommittees and Additional Subcommittees shall be limited to a maximum of three (3) successive two (2) year terms All subcommittee and Additional Subcommittee members seeking reappointment for an additional term shall be required to submit an application to the Board Development Committee at least nine (9) months prior to the end of their then current term, subject to the term limits set forth herein

CHAPTER 11-- OFFICERS AND DUTIES

Section 11 1 Officers, Terms Except as otherwise provided in this Chapter 11, the officers shall be elected by the Board of Directors The officers of US Lacrosse shall be a Chair, a Vice Chair, a Past Chair, a President, a Secretary, a Treasurer, and such other officers as the Board of Directors may determine, who shall each have such duties as the Board may determine The President shall serve in accordance with Section 12 below Each officer other than the Treasurer shall serve for a term of two (2) years and until his or her successor is elected (or until his or her earlier resignation, death or removal) The Treasurer shall serve for a term of three (3) years The Secretary may be reelected to two (2) consecutive terms in the same office The Chair, the Vice Chair and the Past Chair shall serve in such capacities for a single term of two (2) years, with each individual who serves as Vice Chair, Chair and Past Chair permitted to hold such offices over three (3) successive two (2) year terms The Treasurer may not serve more than three (3) consecutive terms in the same office No one person may simultaneously hold more than one such office

Section 11 2 Chair The Chair shall perform such duties as may be assigned by the Board of Directors The person serving as Vice Chair shall automatically become the Chair upon the end of the term of office of the Chair

Section 11 3 Vice Chair The Vice Chair shall perform the duties of the Chair in the absence of the Chair or in the event the Chair is unable to act The Vice Chair shall discharge such other duties as may be assigned by the Chair or the Board of Directors Only persons who are not affiliated with the same Game (Women's Game or Men's Game) with which the incoming Chair is affiliated shall be eligible to be elected as the incoming Vice Chair

Section 11 4 Past Chair The Past Chair shall perform the duties of the Chair in the absence of the Chair and the Vice Chair or in the event that the Chair and the Vice Chair are unable to act The Past Chair shall serve as Chair of the Board Development Committee and shall discharge such other duties as may be assigned by the Chair or the Board of Directors The Chair shall automatically become the Past Chair at the end of his or her two (2) year term

Section 11 5 Secretary The Secretary shall keep the seal and records of US Lacrosse, supervise the taking, making and distribution of all minutes, attend to the publication of official reports, attest documents, and perform such other functions as usually pertain to that office Only persons who are affiliated with the same Game with which the current Chair is affiliated shall be eligible for election as Secretary

Section 11 6 Treasurer The Treasurer shall have charge of the funds of US Lacrosse and shall keep correct and complete books and records of account of such funds In cooperation with staff, the Treasurer shall receive and deposit the funds of US Lacrosse in such bank or banks as shall be designated by or under the authority of the Board of Directors The Treasurer shall disburse such funds in the manner designated by or under the authority of the Board of Directors The Treasurer shall cause independently audited financial reports of US Lacrosse to be prepared annually and such special reports as may from time to time be called for by or under the authority of the Board of Directors The Treasurer shall discharge such other duties as may be assigned by majority vote of the Board of Directors

Section 11 7 Budget The officers of the corporation shall submit for approval at least 30 days before the end of the fiscal year the operating budget for the ensuing fiscal year Such budget, as revised or amended, shall require the approval of the Board of Directors

Section 11 8 No Compensation All officers and members of all committees shall act and serve without compensation and as a public service in furtherance of the charitable and educational purposes of US Lacrosse set forth in the Articles of Incorporation, except that this provision shall not preclude the reimbursement of reasonable expenses incurred in the performance of their official duties Such reimbursement must be approved by the Board of Directors from time to time No paid employee of US Lacrosse shall be eligible to be a member of the Board of Directors

Section 11 9 Bonding All officers and employees handling funds of US Lacrosse shall be bonded in such amounts as may be determined by the Board of Directors The expense of furnishing such bonds shall be paid by US Lacrosse

Section 11 10 Removal Any officer elected by the Board of Directors may after due notice and an opportunity to be heard before the Board, be removed by the Board by the affirmative vote of two-thirds of the entire Board of Directors with or without cause

CHAPTER 12 PRESIDENT AND CHIEF OPERATING OFFICER

Section 12 1 President and CEO There shall be a paid President who shall be the Chief Executive Officer of US Lacrosse and who shall be selected by and shall serve at the direction and will of the Board The President shall have all of the powers and duties usually vested in the office of the Chief Executive Officer of a business corporation, and who shall carry out the policies of US Lacrosse in accordance with these By-laws The President shall report to the Chair, the Vice Chair and the Executive Committee in the interim between Board meetings The President shall have, among others, the following duties

(a) Supervision and Appointment of Staff Supervising the paid staff of US Lacrosse, including the appointment of such paid personnel

(b) International Communications Supervising the proper handling of the correspondence and communications with individuals and organizations in foreign countries and the arrangements for attendance of United States teams competing in the United States and for participation of foreign athletes in the United States

(c) Execution of Legal Documents Ensuring that all contracts and other legal commitments of US Lacrosse are reviewed by a Counselor and signed by the authorized officers of US Lacrosse

(d) Exclusive Employment Devoting full-time to the affairs of US Lacrosse without engaging in any other profession, consulting or employment, unless disclosed by the President and approved by the Executive Committee

(e) Commitment Review Ensuring that all commitments of US Lacrosse made by the President are submitted to the appropriate officers of US Lacrosse for review and final approval or rejection prior to execution

(f) Budgetary Limitation Operating within a yearly budget previously approved by the Board In addition, all major funding matters and expenditures shall be approved by the Treasurer

(g) Other Duties Carrying out the implementation of the purposes enumerated in Chapter 3 of these By-laws and such other responsibilities assigned by the Board from time to time

Section 12 2 Chief Operating Officer There shall be a paid Chief Operating Officer who shall be selected by the President with input from the Executive Committee and shall serve at the direction and will of the President The Chief Operating Officer shall have all of the power and duties usually vested in the office of Chief Operating Officer of a business corporation and shall carry out the policies of US Lacrosse in accordance with these By-Laws The Chief Operating Officer shall report to the President The Chief Operating Officer shall carry out the purposes enumerated in Chapter 3 of these By-Laws and shall have such responsibilities as may be assigned to the Chief Operating Officer by the President from time to time

CHAPTER 13-- COUNSELORS

Section 13 1 Counselors The Board shall select one or more members of the legal profession to serve as Counselor(s) If more than one Counselor is selected, the Chair may appoint one Counselor as the principal Counselor and all references to the Counselor in these By-Laws shall mean the principal Counselor The principal Counselor shall coordinate the activities of all other Counselors Counselors shall be elected to two (2) year terms and shall not be subject to term limits The Counselor(s) shall advise and consult with the directors, officers and agents of US Lacrosse The Counselor(s) shall have the right to speak at any meeting of the Board or meeting of a Council Except as may be approved by the Board, the Counselor(s) shall receive no salary or other compensation, but may receive necessary expenses

Section 13 2 Special Counsel The Board may authorize the appointment of special legal counsel or consultants as may be required from time-to-time at such fees and compensation as agreed upon

CHAPTER 14-- REPRESENTATIVES TO THE IF

Section 14 1 Selection The Board Development Committee shall submit to the Secretary its nominees for representative and alternate to serve as delegates to the FIL Such nominations shall be subject to review of the Executive Committee and upon recommendation of the Executive Committee, approval of the Board of Directors

Section 14 2 Attendance Any representative of US Lacrosse selected by US Lacrosse to serve in a position in the FIL in a representative capacity shall be expected to attend appropriate meetings of the FIL and shall submit timely written reports to the Board of Directors and to the Executive Committee Reasonable expenses for all representatives of US Lacrosse to the FIL may be paid by US Lacrosse

CHAPTER 15-- ACTION AND ATTENDANCE AT MEETINGS

Section 15 1 Effectiveness of Actions Actions taken at a meeting of the Board of Directors or of the members of a Council or other class of membership shall become effective immediately following the adjournment of the meeting, except as otherwise provided in these By-laws or when an effective date has been recited in the record of the action taken

Section 15 2 Minutes The minutes of meetings of the members of the Board of Directors, the Executive Committee and any committees shall be distributed prior to the next meeting of such group Full copies of all approved minutes shall be available upon request of any member through the offices of the President

CHAPTER 16-- AMENDMENTS TO BY-LAWS

Section 16 1 Necessary Vote These By-Laws may be amended by unanimous written consent or the affirmative vote of at least a majority of the votes cast at a meeting at which at least 2/3 of the directors are present

Section 16 2 Proposed Amendment The text (or a summary thereof) of any proposed amendment to be adopted at a meeting shall be sent to the directors at least 15 days prior to the meeting at which such action is to be taken

Section 16 3 Strict Procedure Except for proposed amendments distributed in accordance with Section 16 2, no amendment may be adopted at a meeting of the Board of Directors, except that this section shall not prevent the Board from modifying the text of any proposed amendments at the time of adoption if the modifications do not materially alter the substance of the proposed amendments

Section 16 4 Effectiveness of Amendments Such amendments shall be effective as of the date of adoption unless otherwise specified in either the amendment or the resolutions adopting the amendment

CHAPTER 17-- ELIGIBILITY

Section 17 1 Eligibility Criteria The eligibility criteria of US Lacrosse for athletes shall be the eligibility rules pertaining to Lacrosse as issued by US Lacrosse or the IF or its successor(s) as the appropriate international sports federation(s) for the sport of Lacrosse

Section 17 2 Rules Eligibility rules for Lacrosse shall be published from time to time by US Lacrosse

Section 17 3 Resolution of Issues Questions of eligibility shall be determined by the Board of Directors or such committee as the Board may designate No athlete shall be declared ineligible to participate without fair notice and an opportunity for a hearing before the Board Development Committee

CHAPTER 18-- INTERNAL GRIEVANCE PROCEDURES

Section 18 1 Filing Any member of US Lacrosse having a grievance with US Lacrosse regarding eligibility for competition or the right to participate (as an athlete, coach, trainer, manager, administrator or official) in any USL or FIL competition may file written notice of such grievance with the Secretary and shall send a copy to the President

Section 18 2 Form Any grievance shall be signed under oath and shall allege with particularity the nature of the grievance and the facts related thereto

Section 18 3 Grievance Disposition Upon receipt of a grievance, the Secretary shall promptly refer it to the Board of Directors Every effort shall be made to resolve the grievance through informal means

Section 18 4 Hearing Panel In the event that the member filing a grievance is not satisfied with the proposed resolution of the matter reached by informal methods, or if no action is taken to resolve the matter informally within 30 days, the member may request a hearing Upon such request the Chair shall promptly appoint a hearing panel of at least three members of the Board of Directors, none of whom shall have any interest in the subject matter of the grievance

Section 18 5 Hearing The hearing panel may adopt such procedures as it deems appropriate for the conduct of the hearing, including procedures for interested parties to present their respective positions Promptly following the conclusion of the hearing, the hearing panel shall report its recommendations to the Board of Directors and all interested parties The Board of Directors shall then decide to accept, modify or reject the recommendations or send the matter back for a further hearing

Section 18 6 Fair Notice Fair notice and an opportunity for a hearing shall be accorded to any Amateur Athlete, coach, trainer, manager, administrator, or official before such person is declared by US Lacrosse to be ineligible to participate in any competition This includes the right to an expedited hearing in the event that a USL or FIL competition is so scheduled that an expedited proceeding is necessary

CHAPTER 19-- SANCTIONING OF AMATEUR ATHLETIC COMPETITION

The Board of Directors may from time to time establish an impartial policy concerning the sanctioning of Amateur Athletic Competition in Lacrosse, which policy shall be consistent with the principles of the Amateur Athletics Act

CHAPTER 20-- CONFLICT OF INTEREST AND ETHICAL PRACTICES

Section 20 1 Conflict of Interest If any officer, or member of the Board of Directors, Executive Committee, or any other Committee, has a financial interest in any contract or transaction involving US Lacrosse, such individual shall not participate in the evaluation or approval of such contract or transaction The member must disclose such conflict to US Lacrosse Upon such disclosure being made, the contract or transaction shall not be voidable if the Board or Committee in good faith authorized the contract or transaction by the affirmative vote of the majority of the disinterested Directors or Committee members present at the meeting, provided a quorum is present, or if the votes of the disinterested directors are insufficient to constitute an act of the Board or Committee by the unanimous vote of the disinterested directors, provided the contract or transaction is fair to US Lacrosse at the time it is authorized

Section 20 2 Ethical Practices The Board of Directors shall adopt a written code of conduct and ethical practices for US Lacrosse which may contain the requirement that each officer, member of the Board of Directors, Executive Committee, other committees, and each key employee of US Lacrosse annually agree in writing to abide by such code

CHAPTER 21-- INDEMNIFICATION

Section 21 1 US Lacrosse may indemnify each of its present or former directors, officers, employees, or official representatives, or any person who is or was serving another corporation or other entity in any capacity at the request of US Lacrosse, against all expenses actually and reasonably incurred by such person (including, but not limited to, judgments, costs, and counsel fees) in connection with the defense of any pending or threatened litigation to which such person is, or is threatened to be made, a party because such person is or was serving in such capacity, or in connection with an appeal therein This right of indemnification may also apply to expenses of litigation which is compromised or settled, including amounts paid in settlement, if US Lacrosse approves such settlement as provided in Section 21 2 An individual referred to above shall be indemnified if the individual acted in good faith and in a manner the individual reasonably believed to be in or not opposed to the best interests of US Lacrosse, and in the case of criminal actions, had no reasonable cause to believe that the conduct was unlawful The termination of any litigation by judgment, order, settlement, conviction, or plea of nolo contendere or its equivalent shall not, of itself, create a presumption that the individual did not act in good faith and in a manner the individual reasonably believed to be in or not opposed to the best interests of US Lacrosse

Section 21 2 Any amount payable as indemnification pursuant to this Chapter shall be determined and paid by US Lacrosse upon a determination by majority vote of the Board of Directors, not including those members who have incurred expenses in connection with the litigation of which indemnification is sought, that the individual in question has met the standard of conduct set forth in Section 21 1 If no such disinterested Board members are available, the required determination may be made either by the Counselor of US Lacrosse in a written opinion, or by such other means as may be permitted by applicable law

Section 21 3 Any expenses incurred by a qualified individual in connection with the defense of any litigation may be paid by US Lacrosse in advance of a final disposition of such litigation upon the request of such person and receipt of a written commitment by such person to repay the amount advanced if it is determined under Section 21 2 hereof that such person is not entitled to indemnification pursuant to this Chapter

Section 21 4 The Board of Directors may, at its discretion, authorize the purchase of insurance on behalf of any persons indemnifiable under this Chapter Such insurance may include provisions for indemnification of such persons for expenses of a kind not subject to indemnification pursuant to this Chapter

CHAPTER 22-- ADMINISTRATIVE, FISCAL AND LEGAL MATTERS

Section 22 1

(a) Depositories The Board shall, from time to time as necessary, designate depositories for funds, property, and assets belonging to or under the control of US Lacrosse

(b) Imprest Accounts The Board may establish separate accounts employing the imprest system for the liquidation of obligations requiring prompt payment and for payroll obligations requiring prompt payment, and it may authorize checks to be drawn thereon upon the facsimile of any one officer or employee

Section 22 2 Bonding Corporate fidelity bonds shall be obtained at the expense of US Lacrosse in a form and amount as may be required by the Board, indemnifying US Lacrosse against losses resulting from infidelity, defalcation, or misappropriation by officers, employees, or agents of funds, property, or assets owned by or under the control of US Lacrosse

Section 22 3 Audit Schedule The Board shall select an independent certified public accountant to audit the books and financial records of US Lacrosse After completing the audit with respect to a particular year, the auditor shall submit an audit report to the Board, and as soon thereafter as reasonably possible, a copy of such audit report shall be available to the members of US Lacrosse upon request

Section 22 4 Contracts All contracts not in the ordinary course of affairs of US Lacrosse, shall be examined and approved for form by a Counselor of US Lacrosse, prior to execution The contents of any contract affecting a standing committee shall, during the negotiation phase, be communicated to the appropriate committee and to a Counselor Unless otherwise directed by the Board, all written contracts shall be executed on behalf of US Lacrosse by the President

CHAPTER 23-- PRINCIPAL OFFICE

Section 23 1 The principal office of the corporation shall be located in the state of Maryland, provided, however, that offices may also be established and maintained in any of the states of the United States, its territories or possessions, as may from time to time be authorized by the Board of Directors

CHAPTER 24-- GENERAL

Section 24 1 Fiscal Year The corporation shall keep its books of account and records on the basis of a fiscal year ending December 31

Section 24 2 Rules of Order Questions of order shall be decided by the presiding officer in accordance with the most recent edition of Robert's Rules of Order, except that in the event of a conflict between these By-laws and Robert's Rules of Order, these By-laws shall prevail A motion to table will not be debatable The Counselor shall serve as parliamentarian

Section 24 3 Gender Use of the feminine herein shall also refer to the masculine and the use of the masculine herein shall also refer to the feminine, unless otherwise expressly provided The use of the singular herein shall also refer to the plural, unless the context requires otherwise

Additional Data

Software ID:
Software Version:
EIN: 52-1765246
Name: US LACROSSE INC

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LAURA HEBERT VICE-CHAIR, DIRECTOR	5 00	X		X				0	0	0
TIM CLARK SECRETARY, DIRECTOR	5 00	X		X				0	0	0
JENNIFER F EAMES WG COMM CHAIR	5 00	X						0	0	0
BOB RUSSELL MG COMM CHAIR	5 00	X						0	0	0
CHARLES B COHEN DIRECTOR	5 00	X						0	0	0
DANIE CARO DIRECTOR	5 00	X						0	0	0
CHRISTIAN COOK DIRECTOR	5 00	X						0	0	0
JENN DORFF DIRECTOR	5 00	X						0	0	0
JACK EMMER DIRECTOR	5 00	X						0	0	0
LISSA FICKERT DIRECTOR	5 00	X						0	0	0
JIM LANDON DIRECTOR	5 00	X						0	0	0
KENNETH R SEAL TREASURER, DIRECTOR	5 00	X		X				0	0	0
LEE D STEVENS CHAIR, DIRECTOR	5 00	X		X				0	0	0
MARTHA J FESSENDEN PAST CHAIR, DIRECTOR	5 00	X						0	0	0
TINA SLOAN GREEN DIRECTOR	5 00	X						0	0	0
KEVIN MCDONALD DIRECTOR	5 00	X						0	0	0
MELISSA D'ANGELO DIRECTOR	5 00	X						0	0	0
JACK LIGHT DIRECTOR	5 00	X						0	0	0
HANK MOLLOY DIRECTOR	5 00	X						0	0	0
GINGER MILES DIRECTOR	5 00	X						0	0	0
FRED OPIE DIRECTOR	5 00	X						0	0	0
DEE STEPHAN DIRECTOR	5 00	X						0	0	0
RICH MORGAN DIRECTOR	5 00	X						0	0	0
TUCKER WHITE DIRECTOR	5 00	X						0	0	0
MICHAEL R PAGE DIRECTOR	5 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply) Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
STEVE STENERSEN EXECUTIVE DIRCTOR	50 00			X				180,275	0	23,441
CARA MORRIS CHIEF FINANCE OFFICER	40 00			X				82,867	0	14,156
WILLIAM F SCHOOMAKER CHIEF OPERATING OFFICER	50 00				X			187,378	0	22,416
GREGORY MITCHELL MANAGING DIRECTOR	40 00					X		134,460	0	5,422

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

4d. Other program services

(Code) (Expenses $ 1,220,536 including grants of $) (Revenue $ 665,319)
MEN'S AND WOMEN'S DIVISION MEN'S AND WOMEN'S DIVISIONS PROMOTED LACROSSE THROUGH NATIONAL TEAMS, RULES, PROGRAMS, CLINICS, COMPETITIONS, OUTREACH AND ADVOCACY

(Code) (Expenses $ 1,218,955 including grants of $) (Revenue $)
SPORTS DEVELOPMENT

(Code) (Expenses $ 82,947 including grants of $) (Revenue $ 17,963)
HALL OF FAME INDUCTION

(Code) (Expenses $ 207,949 including grants of $) (Revenue $ 1,697)
HALL OF FAME MUSEUM

(Code) (Expenses $ 404,414 including grants of $) (Revenue $ 309,861)
UNIFIED NATIONAL CONVENTION

(Code) (Expenses $ 366,173 including grants of $) (Revenue $ 435,670)
YOUTH FESTIVAL

(Code) (Expenses $ 183,280 including grants of $) (Revenue $)
REGIONS COUNCIL

(Code) (Expenses $ 0 including grants of $) (Revenue $ 30,082)
MEN'S & WOMEN'S IA CHAMPIONSHIP

(Code) (Expenses $ 30,651 including grants of $) (Revenue $)
YOUTH COUNCIL

(Code) (Expenses $ 375,628 including grants of $ 375,628) (Revenue $)
US LACROSSE FOUNDATION - LANCE HOLDEN MEMORIAL FUND

(Code) (Expenses $ 370,954 including grants of $) (Revenue $)
MARKETING

(Code) (Expenses $ 642,323 including grants of $ 48,762) (Revenue $ 444,784)
OTHER PROGRAM SERVICES