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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

PROMOTE THE USE, BENEFITS, AND QUALITY PERFORMANCE OF PETROLEUM ASPHALT, THROUGH ENVIRONMENTAL, MARKETING, RESEARCH, TRAINING, TESTING, ENGINEERING AND TECHNICAL DEVELOPMENT, AND THROUGH THE RESOLUTION OF ISSUES AFFECTING THE INDUSTRY

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 \$ 233,651 including grants of \$) (Revenue \$ 480,137)

PUBLICATIONS, ASPHALT MAGAZINE, ASPHALTMAGAZINE.COM THE ASPHALT INSTITUTE DEVELOPS AND PUBLISHES NEARLY 100 EDUCATIONAL PRODUCTS RANGING FROM TEXTBOOK-SIZE TECHNICAL MANUALS TO SMALLER, TOPICAL INFORMATIONAL PUBLICATIONS AND VIDEOS FOR THE EDUCATIONAL BENEFIT OF THE INDUSTRY IT PUBLISHES AN INDUSTRY-WIDE MAGAZINE THREE TIMES ANNUALLY AND DISTRIBUTES OVER 18,000 OF THESE PER ISSUE FREE OF CHARGE THE PURPOSE OF THE MAGAZINE IS TO EDUCATE AND ADVANCE BINDER TECHNOLOGY AND ITS USE IN VARIOUS MARKETS THE EDUCATIONAL REACH OF THE MAGAZINE IS ENHANCED BY THE ASPHALTMAGAZINE.COM WEBSITE

4b (Code) (Expenses \$ 281,092 including grants of \$) (Revenue \$ 215,134)

INDUSTRY RESEARCH THE ASPHALT INSTITUTE EVALUATES AND PROMOTES PRUDENT CHANGES TO ASPHALT BINDER SPECIFICATION, CONDUCTS RESEARCH TO IMPROVE ASPHALT MIXTURE PERFORMANCE AND THE EVALUATION THEREOF, PRESENTS THE FINDINGS OF COMPLETED RESEARCH IN VARIOUS PUBLIC TECHNICAL FORUMS IN NORTH AMERICA, WORKS CLOSELY WITH FEDERAL, STATE, AND PROVINCIAL (CANADIAN) GOVERNMENT AGENCIES TO ADVANCE UNDERSTANDING OF IMPROVED CONSTRUCTION TECHNIQUES AND HIGHER PERFORMANCE MATERIALS

4c (Code) (Expenses \$ 152,780 including grants of \$) (Revenue \$ 418,654)

SEMINARS THE ASPHALT INSTITUTE PLANS AND CONDUCTS TRAINING SEMINARS AS PART OF ITS EDUCATIONAL MISSION FOR A VARIETY OF TECHNICAL AUDIENCES ON A WIDE RANGE OF TOPICS THESE COURSES, UNDER THE HEADING OF THE ASPHALT ACADEMY, INCLUDE INSTRUCTION ON MIX AND PAVEMENT THICKNESS DESIGN, VOLUMETRICS, BINDER SELECTION USE AND TESTING ASPHALT ACADEMY SEMINARS EDUCATE USERS AND SPECIFIERS ON PROPER PRACTICES FOR THE DESIGN, CONSTRUCTION, MAINTENANCE, AND REHABILITATION OF ALL TYPES OF ASPHALT PAVEMENTS SEMINARS MAY BE DELIVERED IN PERSON OR OVER THE INTERNET VIA A WEBCAST

4d Other program services (Describe in Schedule O)

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses \$ 667,523

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	No
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instruction)?	2	No
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	
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	Yes
6 Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	No
9 Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9	No
10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V	10	No
11 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, line 10? 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	Yes
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	Yes
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	No
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	Yes
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	No
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	Yes
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	Yes
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	No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
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)

21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		No
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22		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? <i>If "Yes," complete Schedule J</i>	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? <i>If "Yes," answer lines 24b–24d and complete Schedule K. If "No," go to line 25</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b		
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	34		No
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)? <i>If "Yes," complete Schedule R, Part V, line 2</i> ☐ Yes ☒ No			
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance					
Check if Schedule O contains a response to any question in this Part V ☐					
			Yes	No	
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	1a	31		
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	32		
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			
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b			
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			
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?					
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?					
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14a			No
				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	1a33		
b	Enter the number of voting members included in line 1a, above, who are independent	1b33		
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		No
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	Yes	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	Yes	
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)			Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a		No
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	10b		
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	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 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 filedCA
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. LINDA ALLIN 2696 RESEARCH PARK DRIVE LEXINGTON, KY 405118480 (859) 288-4960

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			
(1) CORKY BAILEY DIRECTOR	1.00	X						0	0	0
(2) EDWARD G SCHROEDER TREASURER	1.00	X						0	0	0
(3) JEANNE KENDRICK VICE PRESIDENT	1.00	X						0	0	0
(4) ROBERT D BAILEY DIRECTOR	1.00	X						0	0	0
(5) TIMOTHY J SPOTT DIRECTOR	1.00	X						0	0	0
(6) JOHN BERTI DIRECTOR	1.00	X						0	0	0
(7) DAN BLAIR DIRECTOR	1.00	X						0	0	0
(8) DAVID G BROWN DIRECTOR	1.00	X						0	0	0
(9) CHRIS BLAKE DIRECTOR	1.00	X						0	0	0
(10) J BAXTER BURNS II VICE CHAIRMAN	3.00	X						0	0	0
(11) JOHN CARRICK JR DIRECTOR	1.00	X						0	0	0
(12) JAMES R KIRCHNER DIRECTOR	1.00	X						0	0	0
(13) DANIEL MORIN DIRECTOR	1.00	X						0	0	0
(14) MICHAEL MUHR DIRECTOR	1.00	X						0	0	0
(15) WARREN F OSATIUK DIRECTOR	1.00	X						0	0	0
(16) MARK A PLAKE DIRECTOR	1.00	X						0	0	0

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)						(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			
(17) DAVID A RECTENWALD DIRECTOR	1 00	X						0	0	0
(18) ROBERT B REDD DIRECTOR	1 00	X						0	0	0
(19) ROBERT ROTH DIRECTOR	1 00	X						0	0	0
(20) EDWIN R STARBUCK DIRECTOR	1 00	X						0	0	0
(21) FRANK H SUITS JR DIRECTOR	1 00	X						0	0	0
(22) DANIEL R THERIAULT DIRECTOR	1 00	X						0	0	0
(23) MIKE STONE DIRECTOR	1 00	X						0	0	0
(24) LENI M LEITE DIRECTOR	1 00	X						0	0	0
(25) CHARLES G REILLY DIRECTOR	1 00	X						0	0	0
(26) CHRISTOPHER LUBBERS DIRECTOR	1 00	X						0	0	0
(27) BRUCE ARMSTRONG DIRECTOR	1 00	X						0	0	0
(28) RANDY D CHRISTIAN DIRECTOR	1 00	X						0	0	0
(29) JOSEPH M GIGLOTTO DIRECTOR	1 00	X						0	0	0
(30) STEVE MANOLIS DIRECTOR	1 00	X						0	0	0
(31) MONIQUE NOBERT DIRECTOR	1 00	X						0	0	0
(32) JOHN M READ DIRECTOR	1 00	X						0	0	0
(33) BOB SEDON DIRECTOR	1 00	X						0	0	0
(34) CHUCK TALLANT DIRECTOR	1 00	X						0	0	0
(35) WILLIAM L THORPE DIRECTOR	1 00	X						0	0	0
(36) WILLIAM KIRK CHAIRMAN	3 00	X						0	0	0
(37) DAVE BLACKBURN VICE PRESIDENT	1 00	X						0	0	0
(38) DAMON KREHBIEL DIRECTOR	1 00	X						0	0	0
(39) ROXANNA BAUZA-PETROVIC DIRECTOR	1 00	X						0	0	0
(40) STEVE SMITHEY DIRECTOR	1 00	X						0	0	0
(41) CLINT RYBAK DIRECTOR	1 00	X						0	0	0
(42) DAVID WHIKEHART DIRECTOR	1 00	X						0	0	0
(43) GREG HORVATH DIRECTOR	1 00	X						0	0	0
(44) LEN NAWROCKI DIRECTOR	1 00	X						0	0	0
(45) RALPH SHIRTS VICE PRESIDENT	1 00	X						0	0	0
(46) PETER GRASS PRESIDENT	40 00			X				251,375	0	19,116
(47) LINDA ALLIN SECRETARY	40 00			X				146,774	0	18,253
(48) EARL ARP DIRECTOR HS&E	40 00					X		153,182	0	18,670
(49) MARK BUNCHER DIRECTOR ENGINEERING	40 00					X		144,417	0	11,788
(50) MIKE ANDERSON DIRECTOR RESEARCH & LABORATORY SERVICES	40 00					X		116,961	0	19,637
(51) BOB HUMER SR FIELD ENGINEER	40 00					X		136,189	0	17,508
(52) CARLOS ROSENBERG SR FIELD ENGINEER	40 00					X		116,661	0	10,588
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								1,065,559	0	115,560

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▶12

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

Section B. Independent Contractors

1	Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization		
(A) Name and business address		(B) Description of services	(C) Compensation
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				
	d Related organizations 1d				
	e Government grants (contributions) 1e				
	f All other contributions, gifts, grants, and similar amounts not included above 1f				
	g Noncash contributions included in lines 1a-1f \$				
	h Total. Add lines 1a-1f				
	Program Service Revenue	2a	Business Code		
MEMBERSHIP DUES		900099	4,350,289	4,350,289	
b RESEARCH & TESTING		541380	897,584	325,836	571,748
c SEMINARS		541610	418,654	418,654	
d PAVING/ROOFING RESEARC		541700	151,000	151,000	
e					
f All other program service revenue					
g Total. Add lines 2a-2f			5,817,527		
Other Revenue		3 Investment income (including dividends, interest and other similar amounts)		167,381	
	4 Income from investment of tax-exempt bond proceeds				
	5 Royalties				
	6a Gross Rents	(i) Real	(ii) Personal		
	b Less rental expenses				
	c Rental income or (loss)				
	d Net rental income or (loss)				
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other		
	b Less cost or other basis and sales expenses	32,187			
	c Gain or (loss)	-32,187	130		
	d Net gain or (loss)		-32,057		-32,057
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 a				
	b Less direct expenses b				
	c Net income or (loss) from fundraising events				
	9a Gross income from gaming activities See Part IV, line 19 a				
	b Less direct expenses b				
	c Net income or (loss) from gaming activities				
	10a Gross sales of inventory, less returns and allowances a		353,701		
	b Less cost of goods sold b		123,026		
	c Net income or (loss) from sales of inventory		230,675	230,675	
	Miscellaneous Revenue	Business Code			
11a EXECUTIVE/BOARD MEETIN	561000	520,295	520,295		
b ADVERTISING	541800	129,936		129,936	
c MISCELLANEOUS INCOME	900099	4,635		4,215	
d All other revenue				420	
e Total. Add lines 11a-11d		654,866			
12 Total revenue. See Instructions		6,838,392	5,996,749	705,899	135,744

Part IX

Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21				
2	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	435,518			
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	2,228,291			
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	49,339			
9	Other employee benefits	314,068			
10	Payroll taxes	178,597			
a	Fees for services (non-employees)				
	Management				
b	Legal	9,022			
c	Accounting	24,691			
d	Lobbying				
e	Professional fundraising services See Part IV, line 17				
f	Investment management fees				
g	Other				
12	Advertising and promotion				
13	Office expenses	88,256			
14	Information technology	84,151			
15	Royalties				
16	Occupancy	192,275			
17	Travel	230,866			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	32,367			
20	Interest	966			
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	303,326			
23	Insurance	59,238			
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	CONFERENCES & MEETINGS	421,727			
b	HEALTH & SAFETY RESEARC	409,380			
c	PROFESSIONAL FEES	201,747			
d	RESEARCH & TESTING	170,646			
e	SEMINAR EXPENSE	152,780			
f	All other expenses	566,496			
25	Total functional expenses. Add lines 1 through 24f	6,153,747			
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)		(B)
					Beginning of year		End of year
Assets	1	Cash—non-interest-bearing			871,219	1	713,147
	2	Savings and temporary cash investments				2	
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net			152,086	4	326,637
	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			124,681	8	123,897
	9	Prepaid expenses and deferred charges			48,360	9	75,005
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D.	10a	5,448,123			
	b	Less: accumulated depreciation	10b	3,592,309	1,758,944	10c	1,855,814
	11	Investments—publicly traded securities				11	
	12	Investments—other securities. See Part IV, line 11			3,068,723	12	3,883,531
	13	Investments—program-related. See Part IV, line 11			1,529,629	13	1,681,255
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11			39,767	15	25,413
16	Total assets. Add lines 1 through 15 (must equal line 34)			7,593,409	16	8,684,699	
Liabilities	17	Accounts payable and accrued expenses			334,131	17	355,219
	18	Grants payable				18	
	19	Deferred revenue			333,300	19	381,521
	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			89,672	25	91,527
	26	Total liabilities. Add lines 17 through 25			757,103	26	828,267
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			6,751,143	27	7,785,718
	28	Temporarily restricted net assets			85,163	28	70,714
	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			6,836,306	33	7,856,432
34	Total liabilities and net assets/fund balances			7,593,409	34	8,684,699	

Part XI Reconciliation 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	6,838,392
2	Total expenses (must equal Part IX, column (A), line 25)	2	6,153,747
3	Revenue less expenses Subtract line 2 from line 1	3	684,645
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	6,836,306
5	Other changes in net assets or fund balances (explain in Schedule O)	5	335,481
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	7,856,432

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?		No
b	Were the organization's financial statements audited by an independent accountant?	Yes	
c	If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	Yes	
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a 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?		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		

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527
▶ **Complete if the organization is described below.**
▶ **Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.**

OMB No 1545-0047

2010

Open to Public Inspection

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

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

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

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

If the organization answered “Yes,” to Form 990, Part IV, Line 5 (Proxy Tax) or Form 990-EZ, Part V, line 35a (Proxy Tax), then

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

Name of the organization ASPHALT INSTITUTE INC	Employer identification number 61-1148531
---	--

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

- 1

Provide a description of the organization’s direct and indirect political campaign activities in Part IV
- 2

Political expenditures ▶ \$ _____
- 3

Volunteer hours _____

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

- 1

Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ _____
- 2

Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ _____
- 3

If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No
- 4a

Was a correction made? ☐ Yes ☐ No
- b

If "Yes," describe in Part IV

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

- 1

Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ _____
- 2

Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt funtion activities ▶ \$ _____
- 3

Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$ _____
- 4

Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No
- 5

Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization’s funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

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

Part II-A

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

A

Check

☐

if the filing organization belongs to an affiliated group

B

Check

☐

if the filing organization checked box A and "limited control" provisions apply

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

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) Total
2a Lobbying non-taxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots non-taxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

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

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

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

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

1	Dues, assessments and similar amounts from members	1	4,350,289
2	Section 162(e) non-deductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV Supplemental Information

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

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

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
ASPHALT INSTITUTE INC

Employer identification number
61-1148531

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
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06

3

Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶ _____

4

Number of states where property subject to conservation easement is located ▶ _____

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ 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

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

4

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

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

Part IV

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

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIV

Part V

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

	(a)Current Year	(b)Prior Year	(c)Two Years Back	(d)Three Years Back	(e)Four Years Back
1a	Beginning of year balance				
b	Contributions				
c	Investment earnings or losses				
d	Grants or scholarships				
e	Other expenditures for facilities and programs				
f	Administrative expenses				
g	End of year balance				

2

Provide the estimated percentage of the year end balance held as

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶

c

Term endowment ▶

3a

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

(i)

unrelated organizations

(ii)

related organizations

3a(i)

Yes

No

3a(ii)

b

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

3b

4

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

Part VI

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

Description of investment	(a) Cost or other basis (investment)	(b)Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings		2,060,531	1,410,159	650,372
c Leasehold improvements		134,726	44,985	89,741
d Equipment		3,096,264	2,004,776	1,091,488
e Other		156,602	132,389	24,213
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) ▶				1,855,814

Schedule D (Form 990) 2010

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements		
1	Total revenue (Form 990, Part VIII, column (A), line 12)	16,838,392
2	Total expenses (Form 990, Part IX, column (A), line 25)	6,153,747
3	Excess or (deficit) for the year Subtract line 2 from line 1	684,645
4	Net unrealized gains (losses) on investments	332,839
5	Donated services and use of facilities	
6	Investment expenses	
7	Prior period adjustments	2,642
8	Other (Describe in Part XIV)	
9	Total adjustments (net) Add lines 4 - 8	335,481
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	1,020,126

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return		
1	Total revenue, gains, and other support per audited financial statements	17,419,457
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12	
a	Net unrealized gains on investments2a332,839	
b	Donated services and use of facilities2b25,200	
c	Recoveries of prior year grants2c	
d	Other (Describe in Part XIV)2d223,026	
e	Add lines 2a through 2d2e581,065	
3	Subtract line 2e from line 136,838,392	
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 7b4a	
b	Other (Describe in Part XIV)4b	
c	Add lines 4a and 4b4c0	
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)56,838,392	

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return		
1	Total expenses and losses per audited financial statements	16,399,331
2	Amounts included on line 1 but not on Form 990, Part IX, line 25	
a	Donated services and use of facilities2a25,200	
b	Prior year adjustments2b	
c	Other losses2c	
d	Other (Describe in Part XIV)2d220,384	
e	Add lines 2a through 2d2e245,584	
3	Subtract line 2e from line 136,153,747	
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 7b4a	
b	Other (Describe in Part XIV)4b	
c	Add lines 4a and 4b4c0	
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)56,153,747	

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

Identifier	Return Reference	Explanation
PART XII, LINE 2D - OTHER ADJUSTMENTS		PUBLICATIONS COST OF GOODS SOLD NETTED ON FORM 990 123,026 PAVING AND ROOFING RESEARCH EXPENSES NETTED ON FORM 990 100,000
PART XIII, LINE 2D - OTHER ADJUSTMENTS		PUBLICATIONS COST OF GOODS SOLD NETTED ON FORM 990 123,026 PAVING AND ROOFING RESEARCH EXPENSES NETTED ON FORM 990 100,000 PY PERIOD ADJUSTMENT - 2,642

OMB No 1545-0047

2010

**Open to Public
Inspection**

Employer identification number
61-1148531

3 Activites per Region (Use Part V If additional space is needed)

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. Cat No 50082W Schedule F (Form 990) 2010

1

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter

Schedule F (Form 990) 2010

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16.
Use Part V if additional space is needed.

[illegible]

Part IV Foreign Forms

- 1

Was the organization a U S transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926 (see instructions for Form 926)*

☐

Yes

☒

No
- 2

Did the organization have an interest in a foreign trust during the tax year? *If " Yes," the organization may be required to file Form 3520 and/or Form 3520-A. (see instructions for Forms 3520 and 3520-A)*

☐

Yes

☒

No
- 3

Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with respect to Certain Foreign Corporations. (see instructions for Form 5471)*

☐

Yes

☒

No
- 4

Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see instructions for Form 8621)*

☐

Yes

☒

No
- 5

Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with respect to Certain Foreign Partnerships. (see instructions for Form 8865)*

☐

Yes

☒

No
- 6

Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to file Form 5713, International Boycott Report (see instructions for Form 5713).*

☐

Yes

☒

No

Supplemental Information

Complete this part to provide the information (see instructions) required in Part I, line 2, and any additional information.

[illegible]

Schedule J
(Form 990)

Compensation Information

OMB No 1545-0047

2010

Open to Public Inspection

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

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

▶ Attach to Form 990. ▶ See separate instructions.

Name of the organization ASPHALT INSTITUTE INC	Employer identification number 61-1148531
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Part I

Questions Regarding Compensation

		Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items		
	☐ First-class or charter travel ☐ Travel for companions ☐ Tax idemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ 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 or provision 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 ☒ Independent compensation consultant ☐ Form 990 of other organizations ☐ Written employment contract ☒ Compensation survey or study ☒ 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	
b	Any related organization?	5b	
	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	
b	Any related organization?	6b	
	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	
8	Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III	8	
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) PETER GRASS	(i) (ii)	205,923 0	45,000 0	452 0	17,150 0	1,966 0	270,491 0	 0
(2) LINDA ALLIN	(i) (ii)	133,000 0	13,000 0	774 0	10,266 0	7,987 0	165,027 0	 0
(3) EARL ARP	(i) (ii)	145,500 0	3,900 0	3,782 0	10,683 0	7,987 0	171,852 0	 0
(4) MARK BUNCHER	(i) (ii)	140,000 0	4,000 0	417 0	10,105 0	1,683 0	156,205 0	 0
(5) BOB HUMER	(i) (ii)	134,000 0	1,000 0	1,189 0	9,521 0	7,987 0	153,697 0	 0
(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 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 ASPHALT INSTITUTE INC	Employer identification number 61-1148531
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Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6		MEMBERS OF THE ASPHALT INSTITUTE ARE PRIMARILY COMPANIES ENGAGED IN THE MANUFACTURING OR RESALE OF LIQUID ASPHALT BOTH WITHIN AND OUTSIDE THE UNITED STATES MEMBERS ALSO INCLUDE COMPANIES THAT PURCHASE ASPHALT IN BULK QUANTITIES FOR COMMERCIAL OR END-USE, AND ASPHALT SALES AGENTS, TRANSPORTERS, TERMINAL OPERATORS, COMMERCIAL TESTING LABS AND EQUIPMENT AND ADDITIVE MANUFACTURERS OR SUPPLIERS THE MAJORITY OF THE MEMBERS' BUSINESS IS IN THE UNITED STATES

Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7A		MEMBERS OF THE ORGANIZATION ELECT BOARD MEMBERS

Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7B		REPRESENTATION AND VOTING PRIVILEGES ON THE BOARD AND THE EXECUTIVE COMMITTEE ARE PROVIDED FOR IN ASPHALT INSTITUTE'S(AI)BY-LAWS AND DIFFER BY MEMBERSHIP CATEGORY EACH MEMBER COMPANY IS REPRESENTED BY A PRIMARY DIRECTOR THE PRIMARY DIRECTOR HAS VOTING POWER FOR THEIR COMPANY AT AI BOARD MEETINGS AN ALTERNATE DIRECTOR(S) IS ALSO DESIGNATED FOR EACH MEMBER COMPANY AND CAN VOTE IN THE ABSENSE OF THE PRIMARY DIRECTOR A MAJORITY OF THE PRIMARY DIRECTORS OR 15, WHICHEVER IS LESS, CONSTITUTES A QUORUM A FULL BOARD ALWAYS MEETS AT THE ANNUAL MEETING WHERE ANNUAL BUDGETS AND DUES RATES ARE APPROVED AND OFFICERS ARE ELECTED A 22 MEMBER EXECUTIVE COMMITTEE IS APPOINTED ANNUALLY BASED ON AI BY-LAWS THE EXECUTIVE COMMITTEE HAS AUTHORITY TO ACT FOR THE BOARD ON ALL MATTERS EXCEPT THEY MAY NOT ADOPT A BUDGET OR SET DUES, CHANGE BY-LAWS, REMOVE OFFICERS, DIRECTORS AND COMMITTEE MEMBERS, REVISE ANY BOARD-APPROVED BUDGET BY MORE THAN \$250,000, MERGE, CONSOLIDATE, DISSOLVE OR DISTRIBUTE ASSETS OF THE INSTITUTE, OR SELL, LEASE, EXCHANGE OR MORTGAGE ANY AI PROPERTY OR ASSETS THESE ACTIONS REQUIRE A BOARD VOTE

Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11		THE BOARD HAS DIVIDED RESPONSIBILITY FOR REVIEW OF FORM 990 AMONG THE FOLLOWING COMMITTEES AS FOLLOWS THE ENTIRE FORM 990 IS REVIEWED BY THE CHAIR OF THE BOARD, THE CHAIR OF THE FINANCE COMMITTEE, AND THE BOARD TREASURER THE FINANCE COMMITTEE REVIEWS THE CORE FORM SPECIFICALLY FOR PRESENTATION OF FINANCIAL INFORMATION THE PERSONNEL COMMITTEE REVIEWS THE INFORMATION PRESENTED ON SCHEDULE J ALL BOARD MEMBERS ARE PROVIDED THE OPPORTUNITY TO REVIEW THE ENTIRE FORM 990

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 12C	THE CONFLICT OF INTEREST POLICY DEFINES WHAT CONSTITUTES A CONFLICT OF INTEREST, WHO IS COVERED BY THE POLICY (OFFICERS, DIRECTORS, KEY EMPLOYEES), WHAT DISCLOSURE IS REQUIRED AND PROCEDURES TO MANAGE THE POLICY IS SHARED WITH ALL ASPHALT INSTITUTE STAFF, OFFICERS, AND DIRECTORS AT AN ANNUAL MEETING IN DECEMBER OF EACH YEAR THE PRESIDENT AND CFO/SECRETARY MONITOR POTENTIAL, ACTUAL, PROPOSED, OR ONGOING CONFLICTS AND MUST DISCLOSE TO THE CHAIRMAN OF THE BOARD THE CONFLICT OF INTEREST POLICY IS REGULARLY AND CONSISTENTLY MONITORED AND ENFORCED

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 15	THE PRESIDENT'S COMPENSATION IS REVIEWED ANNUALLY BY THE PERSONNEL ADVISORY COMMITTEE (PAC), A STANDING COMMITTEE OF THE BOARD. THE INSTITUTE PURCHASES AN OUTSIDE SALARY SURVEY COMPRISED OF TRADE ASSOCIATIONS OF LIKE SIZE, INDUSTRY AND GEOGRAPHIC REACH TO EVALUATE THE PRESIDENT'S COMPENSATION LEVELS. THIS SURVEY, ALONG WITH THE PRESIDENT'S JOB DESCRIPTION AND HIS ANNUAL EVALUATION RESULTS ARE PROVIDED TO THE PAC CHAIRMAN BY THE CFO FOR HIS REVIEW AT OR BEFORE THE ANNUAL MEETING. ANY SALARY ADJUSTMENT OR BONUS MUST BE APPROVED BY THE PAC. A SIMILAR SURVEY IS PURCHASED FOR THE CFO AND OTHER DIRECTORS AT LEAST ONCE EVERY TWO YEARS FOR PURPOSES OF REVIEWING ANNUAL COMPENSATION. THESE SURVEYS ARE PROVIDED TO THE PRESIDENT. THE PRESIDENT IS RESPONSIBLE FOR ADMINISTERING CHANGES TO COMPENSATION OR AWARDED BONUSES FOR ALL OTHER STAFF POSITIONS. ALL BONUSES AND CHANGES TO THE COMPENSATION OF STAFF ARE SUBJECT TO BUDGETARY RESTRICTIONS ESTABLISHED ANNUALLY BY THE BOARD.

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE UPON REQUEST

Identifier	Return Reference	Explanation
CHANGES IN NET ASSETS OR FUND BALANCES	FORM 990, PART XI, LINE 5	NET UNREALIZED GAINS ON INVESTMENTS 332,839 PRIOR PERIOD ADJUSTMENTS 2,642 TOTAL TO FORM 990, PART XI, LINE 5 335,481

Identifier	Return Reference	Explanation
	PART XI, LINE 2C	ASPHALT INSTITUTE'S FINANCE COMMITTEE ASSUMES RESPONSIBILITY FOR OVERSEEING THE AUDIT AND THE SELECTION OF THE INDEPENDENT AUDITOR

Additional Data

Software ID:

Software Version:

EIN: 61-1148531

Name: ASPHALT INSTITUTE 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			
CORKY BAILEY DIRECTOR	1 00	X						0	0	0
EDWARD G SCHROEDER TREASURER	1 00	X						0	0	0
JEANNE KENDRICK VICE PRESIDENT	1 00	X						0	0	0
ROBERT D BAILEY DIRECTOR	1 00	X						0	0	0
TIMOTHY J SPOTT DIRECTOR	1 00	X						0	0	0
JOHN BERTI DIRECTOR	1 00	X						0	0	0
DAN BLAIR DIRECTOR	1 00	X						0	0	0
DAVID G BROWN DIRECTOR	1 00	X						0	0	0
CHRIS BLAKE DIRECTOR	1 00	X						0	0	0
J BAXTER BURNS II VICE CHAIRMAN	3 00	X						0	0	0
JOHN CARRICK JR DIRECTOR	1 00	X						0	0	0
JAMES R KIRCHNER DIRECTOR	1 00	X						0	0	0
DANIEL MORIN DIRECTOR	1 00	X						0	0	0
MICHAEL MUHR DIRECTOR	1 00	X						0	0	0
WARREN F OSATIUK DIRECTOR	1 00	X						0	0	0
MARK A PLAKE DIRECTOR	1 00	X						0	0	0
DAVID A RECTENWALD DIRECTOR	1 00	X						0	0	0
ROBERT B REDD DIRECTOR	1 00	X						0	0	0
ROBERT ROTH DIRECTOR	1 00	X						0	0	0
EDWIN R STARBUCK DIRECTOR	1 00	X						0	0	0
FRANK H SUITS JR DIRECTOR	1 00	X						0	0	0
DANIEL R THERIAULT DIRECTOR	1 00	X						0	0	0
MIKE STONE DIRECTOR	1 00	X						0	0	0
LENI M LEITE DIRECTOR	1 00	X						0	0	0
CHARLES G REILLY DIRECTOR	1 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)							(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				
CHRISTOPHER LUBBERS DIRECTOR	1 00	X						0	0	0	
BRUCE ARMSTRONG DIRECTOR	1 00	X						0	0	0	
RANDY D CHRISTIAN DIRECTOR	1 00	X						0	0	0	
JOSEPH M GIGLOTTO DIRECTOR	1 00	X						0	0	0	
STEVE MANOLIS DIRECTOR	1 00	X						0	0	0	
MONIQUE NOBERT DIRECTOR	1 00	X						0	0	0	
JOHN M READ DIRECTOR	1 00	X						0	0	0	
BOB SEDON DIRECTOR	1 00	X						0	0	0	
CHUCK TALLANT DIRECTOR	1 00	X						0	0	0	
WILLIAM L THORPE DIRECTOR	1 00	X						0	0	0	
WILLIAM KIRK CHAIRMAN	3 00	X						0	0	0	
DAVE BLACKBURN VICE PRESIDENT	1 00	X						0	0	0	
DAMON KREHBIEL DIRECTOR	1 00	X						0	0	0	
ROXANNA BAUZA-PETROVIC DIRECTOR	1 00	X						0	0	0	
STEVE SMITHEY DIRECTOR	1 00	X						0	0	0	
CLINT RYBAK DIRECTOR	1 00	X						0	0	0	
DAVID WHIKEHART DIRECTOR	1 00	X						0	0	0	
GREG HORVATH DIRECTOR	1 00	X						0	0	0	
LEN NAWROCKI DIRECTOR	1 00	X						0	0	0	
RALPH SHIRTS VICE PRESIDENT	1 00	X						0	0	0	
PETER GRASS PRESIDENT	40 00			X				251,375	0	19,116	
LINDA ALLIN SECRETARY	40 00			X				146,774	0	18,253	
EARL ARP DIRECTOR HS&E	40 00					X		153,182	0	18,670	
MARK BUNCHER DIRECTOR ENGINEERING	40 00					X		144,417	0	11,788	
MIKE ANDERSON DIRECTOR RESEARCH & LABORATORY SERVICES	40 00					X		116,961	0	19,637	

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			
BOB HUMER SR FIELD ENGINEER	40 00					X		136,189	0	17,508
CARLOS ROSENBERG SR FIELD ENGINEER	40 00					X		116,661	0	10,588