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Form 990
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

OMB No 1545-0047

2010

Open to Public Inspection

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

A For the 2010 calendar year, or tax year beginning 07-01-2010 and ending 06-30-2011

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

C Name of organization: DEFIANCE COLLEGE
Doing Business As
Number and street (or P O box if mail is not delivered to street address): 701 N Clinton
Room/suite
City or town, state or country, and ZIP + 4: Defiance, OH 435121610

D Employer identification number: 34-4430762

E Telephone number: (419) 784-4010

G Gross receipts \$ 28,466,722

F Name and address of principal officer: Defiance College, 701 N Clinton Street, Defiance, OH 43512

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)

J Website: www.defiance.edu

K Form of organization: Corporation

L Year of formation: 1850

M State of legal domicile: OH

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
Defiance is a college where students learn to lead and serve in a democracy, learn to understand, appreciate, and have the skills to interact with other cultures, and learn to not only receive knowledge but to make their own knowledge by engaging in interactive experiences...

Table with 2 columns: Description and Amount. Rows include: 2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets; 3 Number of voting members of the governing body; 4 Number of independent voting members of the governing body; 5 Total number of individuals employed in calendar year 2010; 6 Total number of volunteers; 7a Total unrelated business revenue from Part VIII, column (C), line 12; 7b Net unrelated business taxable income from Form 990-T, line 34.

Revenue

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 8 Contributions and grants; 9 Program service revenue; 10 Investment income; 11 Other revenue; 12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12).

Expenses

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 13 Grants and similar amounts paid; 14 Benefits paid to or for members; 15 Salaries, other compensation, employee benefits; 16a Professional fundraising fees; 16b Total fundraising expenses; 17 Other expenses; 18 Total expenses; 19 Revenue less expenses Subtract line 18 from line 12.

Net Assets or Fund Balances

Table with 3 columns: Description, Beginning of Current Year, End of Year. Rows include: 20 Total assets; 21 Total liabilities; 22 Net assets or fund balances Subtract line 21 from line 20.

Part II Signature Block

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

Sign Here: Signature of officer, Date: 2012-03-05, Name: Lois McCullough, Title: VP of Finance & Management

Paid Preparer Use Only: Print/Type preparer's name, Preparer's signature, Date, Check if self-employed, PTIN, Firm's name, Firm's EIN, Firm's address, Phone no.

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  Yes  No

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

Defiance is a college where students learn to lead and serve in a democracy, learn to understand, appreciate, and have the skills to interact with other cultures, and learn to not only receive knowledge but to make their own knowledge by engaging in interactive experiences Building on a strong foundation of more than a century of educating citizens for lives of service and leadership, Defiance College has set forth to fulfill a vision that will enable its students to make a meaningful impact in a 21st century society Our vision creates an educational experience of engagement in civic, cultural, and learning dimensions for our students

**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 \$ 24,120,032 including grants of \$ 8,151,711 ) (Revenue \$ 24,556,601 )  
Post-secondary Education Four year private accredited residential college serving approximately 1100 students in Northwest Ohio Degrees awarded in Bachelor of Science, Bachelor of Arts, Master of Arts in Education, and Master of Business Administration

**4b** (Code ) (Expenses \$ including grants of \$ ) (Revenue \$ )

**4c** (Code ) (Expenses \$ including grants of \$ ) (Revenue \$ )

**4d** Other program services (Describe in Schedule O )  
(Expenses \$ 0 including grants of \$ 0 ) (Revenue \$ 0 )

**4e Total program service expenses** \$ 24,120,032

**Part IV Checklist of Required Schedules**

|  | Yes | No |
|--|-----|----|
| <b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A.</i>   | Yes |    |
| <b>2</b> Is the organization required to complete Schedule B, Schedule of Contributors (see instruction)?  | Yes |    |
| <b>3</b> Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I.</i>  |     | No |
| <b>4 Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II.</i>  |     | No |
| <b>5</b> 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? <i>If "Yes," complete Schedule C, Part III.</i>                         |     | No |
| <b>6</b> 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? <i>If "Yes," complete Schedule D, Part I.</i>  |     | No |
| <b>7</b> Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? <i>If "Yes," complete Schedule D, Part II.</i>                                       |     | No |
| <b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III.</i>   | Yes |    |
| <b>9</b> 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? <i>If "Yes," complete Schedule D, Part IV.</i> |     | No |
| <b>10</b> Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V.</i>   | Yes |    |
| <b>11</b> 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   |     |    |
| <b>a</b> Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI.</i>   | Yes |    |
| <b>b</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? <i>If "Yes," complete Schedule D, Part VII.</i>   |     | No |
| <b>c</b> 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? <i>If "Yes," complete Schedule D, Part VIII.</i>   |     | No |
| <b>d</b> 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? <i>If "Yes," complete Schedule D, Part IX.</i>  |     | No |
| <b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X.</i>   | Yes |    |
| <b>f</b> 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)? <i>If "Yes," complete Schedule D, Part X.</i>      |     | No |
| <b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII.</i>   | Yes |    |
| <b>b</b> Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional.</i>              |     | No |
| <b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E.</i>  | Yes |    |
| <b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States?   |     | No |
| <b>b</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? <i>If "Yes," complete Schedule F, Parts I and IV.</i>                     |     | No |
| <b>15</b> 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? <i>If "Yes," complete Schedule F, Parts II and IV.</i>  |     | No |
| <b>16</b> 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? <i>If "Yes," complete Schedule F, Parts III and IV.</i>  |     | No |
| <b>17</b> 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? <i>If "Yes," complete Schedule G, Part I (see instructions).</i>                                     |     | No |
| <b>18</b> Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II.</i>   |     | No |
| <b>19</b> Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III.</i>   |     | No |
| <b>20a</b> Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H.</i>   |     | No |
| <b>b</b> If "Yes" to line 20a, did the organization attach its audited financial statement to this return? <b>Note.</b> Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)                          |     |    |

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

|            |  |            |     |    |
|------------|--|------------|-----|----|
| <b>21</b>  | Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> . . . . .  | <b>21</b>  |     | No |
| <b>22</b>  | Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> . . . . .   | <b>22</b>  | Yes |    |
| <b>23</b>  | Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> . . . . .            | <b>23</b>  | Yes |    |
| <b>24a</b> | Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b-24d and complete Schedule K. If "No," go to line 25</i> . . . . . | <b>24a</b> | Yes |    |
| <b>b</b>   | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .  | <b>24b</b> |     | No |
| <b>c</b>   | Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .   | <b>24c</b> |     | No |
| <b>d</b>   | Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . . .  | <b>24d</b> |     | No |
| <b>25a</b> | <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> . . . . .  | <b>25a</b> |     | No |
| <b>b</b>   | Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i> . . . . .   | <b>25b</b> |     | No |
| <b>26</b>  | Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i> . . . . .                                | <b>26</b>  |     | No |
| <b>27</b>  | Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i> . . . . .        | <b>27</b>  |     | No |
| <b>28</b>  | Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)  |            |     |    |
| <b>a</b>   | A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .   | <b>28a</b> |     | No |
| <b>b</b>   | A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .  | <b>28b</b> |     | No |
| <b>c</b>   | An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .  | <b>28c</b> | Yes |    |
| <b>29</b>  | Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> . . . . .  | <b>29</b>  | Yes |    |
| <b>30</b>  | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> . . . . .  | <b>30</b>  | Yes |    |
| <b>31</b>  | Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> . . . . .  | <b>31</b>  |     | No |
| <b>32</b>  | Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> . . . . .  | <b>32</b>  |     | No |
| <b>33</b>  | Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> . . . . .  | <b>33</b>  |     | No |
| <b>34</b>  | Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i> . . . . .   | <b>34</b>  |     | No |
| <b>35</b>  | Is any related organization a controlled entity within the meaning of section 512(b)(13)? . . . . .  | <b>35</b>  |     | No |
| <b>a</b>   | 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> . . . . . <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No       |            |     |    |
| <b>36</b>  | <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> . . . . .   | <b>36</b>  |     | No |
| <b>37</b>  | Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> . . . . .   | <b>37</b>  |     | No |
| <b>38</b>  | Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .   | <b>38</b>  | Yes |    |

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with columns for question ID, question text, and Yes/No columns. Rows include questions 1a-1b, 2a-2b, 3a-3b, 4a-4b, 5a-5c, 6a-6b, 7a-7h, 8, 9a-9b, 10a-10b, 11a-11b, 12a-12b, 13a-13c, and 14a-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

Table with 3 columns: Question, Yes, No. Rows include: 1a (28), 1b (25), 2 (No), 3 (No), 4 (No), 5 (No), 6 (No), 7a (No), 7b (No), 8a (Yes), 8b (Yes), 9 (No).

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

Table with 3 columns: Question, Yes, No. Rows include: 10a (No), 10b, 11a (Yes), 11b, 12a (Yes), 12b (Yes), 12c (Yes), 13 (Yes), 14 (Yes), 15a (Yes), 15b (Yes), 16a (No), 16b.

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed OH
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. Lois McCullough, 701 N Clinton, Defiance, OH 435121610, (419) 784-4010.



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

| (A)<br>Name and Title  | (B)<br>Average hours per week (describe hours for related organizations in Schedule O) | (C)<br>Position (check all that apply) |                       |         |              |                              |         | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|--|--|--|-----------------------|---------|--------------|------------------------------|---------|--|---|---|
|  |  | Individual trustee or director         | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former  |  |   |   |
| See Additional Data Table                                      |  |  |                       |         |              |                              |         |  |   |   |
|  |  |  |                       |         |              |                              |         |  |   |   |
|  |  |  |                       |         |              |                              |         |  |   |   |
|  |  |  |                       |         |              |                              |         |  |   |   |
|  |  |  |                       |         |              |                              |         |  |   |   |
|  |  |  |                       |         |              |                              |         |  |   |   |
|  |  |  |                       |         |              |                              |         |  |   |   |
|  |  |  |                       |         |              |                              |         |  |   |   |
|  |  |  |                       |         |              |                              |         |  |   |   |
|  |  |  |                       |         |              |                              |         |  |   |   |
| <b>1b Sub-Total</b>  |  |  |                       |         |              |                              |         |  |   |   |
| <b>c Total from continuation sheets to Part VII, Section A</b> |  |  |                       |         |              |                              |         |  |   |   |
| <b>d Total (add lines 1b and 1c)</b>                           |  |  |                       |         |              |                              | 690,517 | 0  | 156,234   |   |

**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 **2**

|  | Yes | No |
|--|-----|----|
| <b>3</b> Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>  |     | No |
| <b>4</b> For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i> | Yes |    |
| <b>5</b> Did any person listed on line 1a receive or accrue compensation from any unrelated organization 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)<br>Name and business address | (B)<br>Description of services | (C)<br>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)<br>Total revenue                                 | (B)<br>Related or exempt function revenue | (C)<br>Unrelated business revenue | (D)<br>Revenue excluded from tax under sections 512, 513, or 514 |   |
|--|---|--|---|-----------------------------------|--|---|
| <b>Contributions, gifts, grants and other similar amounts</b>  | <b>1a</b> Federated campaigns . . . . . <b>1a</b>   | 0  |   |                                   |  |   |
|  | <b>b</b> Membership dues . . . . . <b>1b</b>  | 0  |   |                                   |  |   |
|  | <b>c</b> Fundraising events . . . . . <b>1c</b>   | 0  |   |                                   |  |   |
|  | <b>d</b> Related organizations . . . . . <b>1d</b>  | 0  |   |                                   |  |   |
|  | <b>e</b> Government grants (contributions) . . . . . <b>1e</b>  | 284,771  |   |                                   |  |   |
|  | <b>f</b> All other contributions, gifts, grants, and similar amounts not included above . . . . . <b>1f</b> | 2,485,692  |   |                                   |  |   |
|  | <b>g</b> Noncash contributions included in lines 1a-1f \$ . . . . .   | 480,497  |   |                                   |  |   |
|  | <b>h Total.</b> Add lines 1a-1f . . . . .   | 2,770,463  |   |                                   |  |   |
|  | <b>Program Service Revenue</b>  | <b>2a</b> Student Tuition and Fees                   | 21,026,436                                | 21,026,436                        | 0  | 0 |
| <b>b</b> Residence Hall and Board Fees   |   | 3,530,165  | 0   | 0                                 | 3,530,165  |   |
| <b>c</b> _____   |   |  |   |                                   |  |   |
| <b>d</b> _____   |   |  |   |                                   |  |   |
| <b>e</b> _____   |   |  |   |                                   |  |   |
| <b>f</b> All other program service revenue   |   | 0  | 0   | 0                                 | 0  |   |
| <b>g Total.</b> Add lines 2a-2f . . . . .  |   | 24,556,601   |   |                                   |  |   |
| <b>Other Revenue</b>   | <b>3</b> Investment income (including dividends, interest and other similar amounts) . . . . .              | 574,974  | 0   | 0                                 | 574,974  |   |
|  | <b>4</b> Income from investment of tax-exempt bond proceeds . . . . .                                       | 0  | 0   | 0                                 | 0  |   |
|  | <b>5</b> Royalties . . . . .  | 0  | 0   | 0                                 | 0  |   |
|  | <b>6a</b> Gross Rents   | (i) Real   |   |                                   |  |   |
|  |   | (ii) Personal  |   |                                   |  |   |
|  |   | <b>b</b> Less rental expenses                        |   |                                   |  |   |
|  |   | <b>c</b> Rental income or (loss)                     | 0   | 0                                 |  |   |
|  | <b>d</b> Net rental income or (loss) . . . . .  |  |   |                                   |  |   |
|  | <b>7a</b> Gross amount from sales of assets other than inventory  | (i) Securities                                       | 564,684                                   | 0                                 |  |   |
|  |   | (ii) Other   |   |                                   |  |   |
|  |   | <b>b</b> Less cost or other basis and sales expenses | 0   | 0                                 |  |   |
|  |   | <b>c</b> Gain or (loss)                              | 564,684                                   | 0                                 |  |   |
| <b>d</b> Net gain or (loss) . . . . .  | 564,684   | 0  | 0   | 564,684                           |  |   |
| <b>8a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 . . . . . <b>a</b> |   |  |   |                                   |  |   |
| <b>b</b> Less direct expenses . . . . . <b>b</b>   |   |  |   |                                   |  |   |
| <b>c</b> Net income or (loss) from fundraising events . . . . .  |   |  |   |                                   |  |   |
| <b>9a</b> Gross income from gaming activities See Part IV, line 19 . . . . . <b>a</b>  |   |  |   |                                   |  |   |
| <b>b</b> Less direct expenses . . . . . <b>b</b>   |   |  |   |                                   |  |   |
| <b>c</b> Net income or (loss) from gaming activities . . . . .   |   |  |   |                                   |  |   |
| <b>10a</b> Gross sales of inventory, less returns and allowances . . . . . <b>a</b>  |   |  |   |                                   |  |   |
| <b>b</b> Less cost of goods sold . . . . . <b>b</b>  |   |  |   |                                   |  |   |
| <b>c</b> Net income or (loss) from sales of inventory . . . . .  |   |  |   |                                   |  |   |
| <b>Miscellaneous Revenue</b>   | Business Code   |  |   |                                   |  |   |
|  | <b>11a</b> _____  |  |   |                                   |  |   |
|  | <b>b</b> _____  |  |   |                                   |  |   |
|  | <b>c</b> _____  |  |   |                                   |  |   |
|  | <b>d</b> All other revenue . . . . .  |  |   |                                   |  |   |
| <b>e Total.</b> Add lines 11a-11d . . . . .  | 0   |  |   |                                   |  |   |
| <b>12 Total revenue.</b> See Instructions . . . . .  | 28,466,722  | 21,026,436   | 0   | 4,669,823                         |  |   |

**Part IX Statement of Functional Expenses**

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

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

| Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII. |  | (A)<br>Total expenses | (B)<br>Program service expenses | (C)<br>Management and general expenses | (D)<br>Fundraising expenses |
|--|--|-----------------------|---------------------------------|--|-----------------------------|
| <b>1</b>   | Grants and other assistance to governments and organizations in the U S See Part IV, line 21   | 0                     | 0                               |  |                             |
| <b>2</b>   | Grants and other assistance to individuals in the U S See Part IV, line 22   | 8,151,711             | 8,151,711                       |  |                             |
| <b>3</b>   | Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16  | 0                     | 0                               |  |                             |
| <b>4</b>   | Benefits paid to or for members  | 0                     | 0                               |  |                             |
| <b>5</b>   | Compensation of current officers, directors, trustees, and key employees . . . . .   | 758,788               | 306,726                         | 327,673                                | 124,389                     |
| <b>6</b>   | Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .  | 0                     | 0                               | 0                                      | 0                           |
| <b>7</b>   | Other salaries and wages   | 7,098,528             | 6,525,185                       | 214,497                                | 358,846                     |
| <b>8</b>   | Pension plan contributions (include section 401(k) and section 403(b) employer contributions) . . . . .  | 271,758               | 236,293                         | 18,752                                 | 16,713                      |
| <b>9</b>   | Other employee benefits . . . . .  | 1,238,530             | 1,076,898                       | 85,461                                 | 76,171                      |
| <b>10</b>  | Payroll taxes . . . . .  | 582,468               | 506,454                         | 40,191                                 | 35,823                      |
| <b>a</b>   | Fees for services (non-employees)  |                       |                                 |  |                             |
|  | Management . . . . .   | 0                     | 0                               | 0                                      | 0                           |
| <b>b</b>   | Legal . . . . .  | 20,971                | 0                               | 20,971                                 | 0                           |
| <b>c</b>   | Accounting . . . . .   | 42,928                | 0                               | 42,928                                 | 0                           |
| <b>d</b>   | Lobbying . . . . .   | 0                     | 0                               | 0                                      | 0                           |
| <b>e</b>   | Professional fundraising services See Part IV, line 17 . . . . .   | 0                     |                                 |  | 0                           |
| <b>f</b>   | Investment management fees . . . . .   | 105,220               | 0                               | 105,220                                | 0                           |
| <b>g</b>   | Other . . . . .  | 0                     | 0                               | 0                                      | 0                           |
| <b>12</b>  | Advertising and promotion . . . . .  | 249,973               | 249,973                         | 0                                      | 0                           |
| <b>13</b>  | Office expenses . . . . .  | 2,843,673             | 2,685,282                       | 88,732                                 | 69,659                      |
| <b>14</b>  | Information technology . . . . .   | 431,872               | 431,872                         | 0                                      | 0                           |
| <b>15</b>  | Royalties . . . . .  | 0                     | 0                               | 0                                      | 0                           |
| <b>16</b>  | Occupancy . . . . .  | 1,417,232             | 1,373,864                       | 23,810                                 | 19,558                      |
| <b>17</b>  | Travel . . . . .   | 545,959               | 500,321                         | 16,256                                 | 29,382                      |
| <b>18</b>  | Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .   | 0                     | 0                               | 0                                      | 0                           |
| <b>19</b>  | Conferences, conventions, and meetings . . . . .   | 0                     | 0                               | 0                                      | 0                           |
| <b>20</b>  | Interest . . . . .   | 385,944               | 385,944                         | 0                                      | 0                           |
| <b>21</b>  | Payments to affiliates . . . . .   | 0                     | 0                               | 0                                      | 0                           |
| <b>22</b>  | Depreciation, depletion, and amortization . . . . .  | 1,307,327             | 1,267,323                       | 21,963                                 | 18,041                      |
| <b>23</b>  | Insurance . . . . .  | 80,119                | 49,613                          | 30,506                                 | 0                           |
| <b>24</b>  | 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 )  |                       |                                 |  |                             |
| <b>a</b>   | Purchased Services   | 287,531               | 252,844                         | 1,583                                  | 33,104                      |
| <b>b</b>   | Memberships  | 137,125               | 119,729                         | 12,662                                 | 4,734                       |
| <b>c</b>   |  |                       |                                 |  |                             |
| <b>d</b>   |  |                       |                                 |  |                             |
| <b>e</b>   |  |                       |                                 |  |                             |
| <b>f</b>   | All other expenses   | 0                     | 0                               | 0                                      | 0                           |
| <b>25</b>  | <b>Total functional expenses.</b> Add lines 1 through 24f  | 25,957,657            | 24,120,032                      | 1,051,205                              | 786,420                     |
| <b>26</b>  | <b>Joint costs.</b> Check here <input type="checkbox"/> 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 |
| <b>Assets</b>  | <b>1</b> Cash—non-interest-bearing . . . . .   | 2,735             | <b>1</b>   | 2,735       |
|  | <b>2</b> Savings and temporary cash investments . . . . .  | 4,450,223         | <b>2</b>   | 5,838,132   |
|  | <b>3</b> Pledges and grants receivable, net . . . . .  | 1,733,809         | <b>3</b>   | 1,216,920   |
|  | <b>4</b> Accounts receivable, net . . . . .  | 229,192           | <b>4</b>   | 197,688     |
|  | <b>5</b> Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L . . . . .   | 0                 | <b>5</b>   | 0           |
|  | <b>6</b> 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 . . . . . | 0                 | <b>6</b>   | 0           |
|  | <b>7</b> Notes and loans receivable, net . . . . .   | 3,505,310         | <b>7</b>   | 3,424,380   |
|  | <b>8</b> Inventories for sale or use . . . . .   | 15,688            | <b>8</b>   | 18,517      |
|  | <b>9</b> Prepaid expenses and deferred charges . . . . .   | 212,068           | <b>9</b>   | 223,974     |
|  | <b>10a</b> Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D  | 43,830,171        |            |             |
|  | <b>b</b> Less accumulated depreciation . . . . .   | 21,077,106        | <b>10c</b> | 22,753,065  |
|  | <b>11</b> Investments—publicly traded securities . . . . .   | 14,381,607        | <b>11</b>  | 16,665,766  |
|  | <b>12</b> Investments—other securities. See Part IV, line 11 . . . . .   | 346,595           | <b>12</b>  | 354,209     |
|  | <b>13</b> Investments—program-related. See Part IV, line 11 . . . . .  |                   | <b>13</b>  | 0           |
|  | <b>14</b> Intangible assets . . . . .  | 0                 | <b>14</b>  | 0           |
|  | <b>15</b> Other assets. See Part IV, line 11 . . . . .   |                   | <b>15</b>  | 0           |
| <b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 34) . . . . . | 46,395,238   | <b>16</b>         | 50,695,386 |             |
| <b>Liabilities</b>   | <b>17</b> Accounts payable and accrued expenses . . . . .  | 1,160,229         | <b>17</b>  | 1,547,752   |
|  | <b>18</b> Grants payable . . . . .   | 0                 | <b>18</b>  | 0           |
|  | <b>19</b> Deferred revenue . . . . .   | 299,379           | <b>19</b>  | 331,324     |
|  | <b>20</b> Tax-exempt bond liabilities . . . . .  | 3,383,652         | <b>20</b>  | 3,265,396   |
|  | <b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D . . . . .  | 0                 | <b>21</b>  | 0           |
|  | <b>22</b> Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L . . . . .   | 0                 | <b>22</b>  | 0           |
|  | <b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .   | 5,723,211         | <b>23</b>  | 5,410,881   |
|  | <b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .   | 0                 | <b>24</b>  | 0           |
|  | <b>25</b> Other liabilities. Complete Part X of Schedule D . . . . .   | 1,324,710         | <b>25</b>  | 1,338,472   |
|  | <b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 . . . . .  | 11,891,181        | <b>26</b>  | 11,893,825  |
| <b>Net Assets or Fund Balances</b>   | <b>Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b>   |                   |            |             |
|  | <b>27</b> Unrestricted net assets . . . . .  | 14,950,404        | <b>27</b>  | 17,925,116  |
|  | <b>28</b> Temporarily restricted net assets . . . . .  | 4,844,879         | <b>28</b>  | 5,860,928   |
|  | <b>29</b> Permanently restricted net assets . . . . .  | 14,708,774        | <b>29</b>  | 15,015,517  |
|  | <b>Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.</b>  |                   |            |             |
|  | <b>30</b> Capital stock or trust principal, or current funds . . . . .   |                   | <b>30</b>  |             |
|  | <b>31</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .  |                   | <b>31</b>  |             |
|  | <b>32</b> Retained earnings, endowment, accumulated income, or other funds . . . . .   |                   | <b>32</b>  |             |
| <b>33</b> Total net assets or fund balances . . . . .                                | 34,504,057   | <b>33</b>         | 38,801,561 |             |
| <b>34</b> Total liabilities and net assets/fund balances . . . . .                   | 46,395,238   | <b>34</b>         | 50,695,386 |             |

**Part XI Reconciliation of Net Assets**

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

|          |   |          |            |
|----------|---|----------|------------|
| <b>1</b> | Total revenue (must equal Part VIII, column (A), line 12)   | <b>1</b> | 28,466,722 |
| <b>2</b> | Total expenses (must equal Part IX, column (A), line 25)  | <b>2</b> | 25,957,657 |
| <b>3</b> | Revenue less expenses Subtract line 2 from line 1   | <b>3</b> | 2,509,065  |
| <b>4</b> | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))                     | <b>4</b> | 34,504,057 |
| <b>5</b> | Other changes in net assets or fund balances (explain in Schedule O)  | <b>5</b> | 1,788,439  |
| <b>6</b> | Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B)) | <b>6</b> | 38,801,561 |

**Part XII Financial Statements and Reporting**

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

|           |  | Yes | No |
|-----------|--|-----|----|
| <b>1</b>  | Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____<br>If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O  |     |    |
| <b>2a</b> | Were the organization's financial statements compiled or reviewed by an independent accountant?  |     | No |
| <b>b</b>  | Were the organization's financial statements audited by an independent accountant?   | Yes |    |
| <b>c</b>  | If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?<br>If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O | Yes |    |
| <b>d</b>  | If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis, or both<br><input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separated basis             |     |    |
| <b>3a</b> | As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?   | Yes |    |
| <b>b</b>  | If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits   | Yes |    |

SCHEDULE A (Form 990 or 990EZ)

Public Charity Status and Public Support

OMB No 1545-0047

2010

Open to Public Inspection

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

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

Department of the Treasury Internal Revenue Service

Name of the organization DEFIANCCE COLLEGE

Employer identification number

34-4430762

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?
(i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?
(ii) a family member of a person described in (i) above?
(iii) a 35% controlled entity of a person described in (i) or (ii) above?
h Provide the following information about the supported organization(s)

Table with 2 columns: Yes, No. Rows for 11g(i), 11g(ii), 11g(iii).

Table with 7 columns: (i) Name of supported organization, (ii) EIN, (iii) Type of organization, (iv) Is the organization in col (i) listed in your governing document?, (v) Did you notify the organization in col (i) of your support?, (vi) Is the organization in col (i) organized in the U S?, (vii) Amount of support.

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

**Section B. Total Support**

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

|   |           |                          |
|---|-----------|--------------------------|
| <b>12</b> Gross receipts from related activities, etc (See instructions )   | <b>12</b> |                          |
| <b>13 First Five Years</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and <b>stop here</b> ▶ |           | <input type="checkbox"/> |

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

|  |           |  |
|--|-----------|--|
| <b>14</b> Public Support Percentage for 2010 (line 6 column (f) divided by line 11 column (f)) | <b>14</b> |  |
| <b>15</b> Public Support Percentage for 2009 Schedule A, Part II, line 14                      | <b>15</b> |  |

- 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 |
|---|----------|----------|----------|----------|----------|-----------|
| <b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")  |          |          |          |          |          |           |
| <b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose |          |          |          |          |          |           |
| <b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513   |          |          |          |          |          |           |
| <b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf  |          |          |          |          |          |           |
| <b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge  |          |          |          |          |          |           |
| <b>6 Total.</b> Add lines 1 through 5   |          |          |          |          |          |           |
| <b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons  |          |          |          |          |          |           |
| <b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year           |          |          |          |          |          |           |
| <b>c</b> Add lines 7a and 7b  |          |          |          |          |          |           |
| <b>8 Public Support</b> (Subtract line 7c from line 6)  |          |          |          |          |          |           |

**Section B. Total Support**

| Calendar year (or fiscal year beginning in)            | (a) 2006 | (b) 2007 | (c) 2008 | (d) 2009 | (e) 2010 | (f) Total |
|---|----------|----------|----------|----------|----------|-----------|
| <b>9</b> Amounts from line 6  |          |          |          |          |          |           |
| <b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources |          |          |          |          |          |           |
| <b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975                          |          |          |          |          |          |           |
| <b>c</b> Add lines 10a and 10b  |          |          |          |          |          |           |
| <b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on     |          |          |          |          |          |           |
| <b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)                                 |          |          |          |          |          |           |
| <b>13 Total support</b> (Add lines 9, 10c, 11 and 12)   |          |          |          |          |          |           |


**14 First Five Years** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** 


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


|  |           |  |
|--|-----------|--|
| <b>15</b> Public Support Percentage for 2010 (line 8 column (f) divided by line 13 column (f)) | <b>15</b> |  |
| <b>16</b> Public support percentage from 2009 Schedule A, Part III, line 15                    | <b>16</b> |  |

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

|  |           |  |
|--|-----------|--|
| <b>17</b> Investment income percentage for <b>2010</b> (line 10c column (f) divided by line 13 column (f)) | <b>17</b> |  |
| <b>18</b> Investment income percentage from <b>2009</b> Schedule A, Part III, line 17                      | <b>18</b> |  |

**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).

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|                                     |
|-------------------------------------|
| <b>Facts And Circumstances Test</b> |
|-------------------------------------|

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SCHEDULE D (Form 990)

OMB No 1545-0047

Supplemental Financial Statements

2010

Open to Public Inspection

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

Department of the Treasury Internal Revenue Service

Name of the organization DEFIANCE COLLEGE

Employer identification number 34-4430762

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

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

- 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

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

- 1 Purpose(s) of conservation easements held by the organization (check all that apply): Preservation of land for public use, Protection of natural habitat, Preservation of open space, Preservation of an historically important land area, Preservation of a certified historic structure.

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

Table with 2 columns: Description, Held at the End of the Year. Rows 2a-2d: Total number of conservation easements, Total acreage restricted by conservation easements, Number of conservation easements on a certified historic structure included in (a), Number of conservation easements included in (c) acquired after 8/17/06.

- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year
4 Number of states where property subject to conservation easement is located
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?
6 Staff and volunteer hours devoted to monitoring, inspecting and enforcing conservation easements during the year
7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?
9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

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

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

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

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

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

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

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

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

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

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

|   | Amount |
|---|--------|
| <b>1c</b> Beginning balance             |        |
| <b>1d</b> Additions during the year     |        |
| <b>1e</b> Distributions during the year |        |
| <b>1f</b> Ending balance                |        |

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

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

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

|   | (a) Current Year | (b) Prior Year | (c) Two Years Back | (d) Three Years Back | (e) Four Years Back |
|---|------------------|----------------|--------------------|----------------------|---------------------|
| <b>1a</b> Beginning of year balance . . . . .                     | 15,408,892       | 14,715,667     | 17,735,572         |                      |                     |
| <b>b</b> Contributions . . . . .                                  | 173,036          | 200,493        | 176,782            |                      |                     |
| <b>c</b> Investment earnings or losses . . . . .                  | 2,512,838        | 1,501,836      | -1,723,998         |                      |                     |
| <b>d</b> Grants or scholarships . . . . .                         | 583,504          | 711,100        | 1,163,990          |                      |                     |
| <b>e</b> Other expenditures for facilities and programs . . . . . | 0                | 200,000        | 215,000            |                      |                     |
| <b>f</b> Administrative expenses . . . . .                        | 105,220          | 98,004         | 93,699             |                      |                     |
| <b>g</b> End of year balance . . . . .                            | 17,406,042       | 15,408,892     | 14,715,667         |                      |                     |

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

- a** Board designated or quasi-endowment ▶ 12 %
- b** Permanent endowment ▶ 88 %
- c** Term endowment ▶ 0 %

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

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

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

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

| Description of investment   | (a) Cost or other basis (investment) | (b) Cost or other basis (other) | (c) Accumulated depreciation | (d) Book value |
|---|--------------------------------------|---------------------------------|------------------------------|----------------|
| <b>1a</b> Land . . . . .  | 0                                    | 223,012                         |                              | 223,012        |
| <b>b</b> Buildings . . . . .  | 0                                    | 33,261,352                      | 14,328,823                   | 18,932,529     |
| <b>c</b> Leasehold improvements . . . . .   | 0                                    | 1,405,458                       | 920,060                      | 485,398        |
| <b>d</b> Equipment . . . . .  | 0                                    | 6,962,466                       | 5,828,223                    | 1,134,243      |
| <b>e</b> Other . . . . .  | 0                                    | 1,977,883                       | 0                            | 1,977,883      |
| <b>Total.</b> Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) |                                      |                                 |                              | 22,753,065     |



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

|           |   |           |            |
|-----------|---|-----------|------------|
| <b>1</b>  | Total revenue (Form 990, Part VIII, column (A), line 12)                        | <b>1</b>  | 28,466,722 |
| <b>2</b>  | Total expenses (Form 990, Part IX, column (A), line 25)                         | <b>2</b>  | 25,957,657 |
| <b>3</b>  | Excess or (deficit) for the year Subtract line 2 from line 1                    | <b>3</b>  | 2,509,065  |
| <b>4</b>  | Net unrealized gains (losses) on investments                                    | <b>4</b>  | 1,788,439  |
| <b>5</b>  | Donated services and use of facilities  | <b>5</b>  | 0          |
| <b>6</b>  | Investment expenses   | <b>6</b>  | 0          |
| <b>7</b>  | Prior period adjustments  | <b>7</b>  | 0          |
| <b>8</b>  | Other (Describe in Part XIV)  | <b>8</b>  | 0          |
| <b>9</b>  | Total adjustments (net) Add lines 4 - 8   | <b>9</b>  | 1,788,439  |
| <b>10</b> | Excess or (deficit) for the year per financial statements Combine lines 3 and 9 | <b>10</b> | 4,297,504  |

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

|          |   |           |            |
|----------|---|-----------|------------|
| <b>1</b> | Total revenue, gains, and other support per audited financial statements . . . . .                        | <b>1</b>  | 22,103,450 |
| <b>2</b> | Amounts included on line 1 but not on Form 990, Part VIII, line 12  |           |            |
| <b>a</b> | Net unrealized gains on investments . . . . .   | <b>2a</b> | 1,788,439  |
| <b>b</b> | Donated services and use of facilities . . . . .  | <b>2b</b> | 0          |
| <b>c</b> | Recoveries of prior year grants . . . . .   | <b>2c</b> | 0          |
| <b>d</b> | Other (Describe in Part XIV) . . . . .  | <b>2d</b> | 0          |
| <b>e</b> | Add lines <b>2a</b> through <b>2d</b> . . . . .   | <b>2e</b> | 1,788,439  |
| <b>3</b> | Subtract line <b>2e</b> from line <b>1</b> . . . . .  | <b>3</b>  | 20,315,011 |
| <b>4</b> | Amounts included on Form 990, Part VIII, line 12, but not on line <b>1</b>                                |           |            |
| <b>a</b> | Investment expenses not included on Form 990, Part VIII, line 7b . . . . .                                | <b>4a</b> | 0          |
| <b>b</b> | Other (Describe in Part XIV) . . . . .  | <b>4b</b> | 8,151,711  |
| <b>c</b> | Add lines <b>4a</b> and <b>4b</b> . . . . .   | <b>4c</b> | 8,151,711  |
| <b>5</b> | Total Revenue Add lines <b>3</b> and <b>4c</b> . (This should equal Form 990, Part I, line 12 ) . . . . . | <b>5</b>  | 28,466,722 |

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

|          |  |           |            |
|----------|--|-----------|------------|
| <b>1</b> | Total expenses and losses per audited financial statements . . . . .                                       | <b>1</b>  | 17,805,946 |
| <b>2</b> | Amounts included on line 1 but not on Form 990, Part IX, line 25   |           |            |
| <b>a</b> | Donated services and use of facilities . . . . .   | <b>2a</b> | 0          |
| <b>b</b> | Prior year adjustments . . . . .   | <b>2b</b> | 0          |
| <b>c</b> | Other losses . . . . .   | <b>2c</b> | 0          |
| <b>d</b> | Other (Describe in Part XIV) . . . . .   | <b>2d</b> | 0          |
| <b>e</b> | Add lines <b>2a</b> through <b>2d</b> . . . . .  | <b>2e</b> | 0          |
| <b>3</b> | Subtract line <b>2e</b> from line <b>1</b> . . . . .   | <b>3</b>  | 17,805,946 |
| <b>4</b> | Amounts included on Form 990, Part IX, line 25, but not on line <b>1</b> :                                 |           |            |
| <b>a</b> | Investment expenses not included on Form 990, Part VIII, line 7b . . . . .                                 | <b>4a</b> | 0          |
| <b>b</b> | Other (Describe in Part XIV) . . . . .   | <b>4b</b> | 8,151,711  |
| <b>c</b> | Add lines <b>4a</b> and <b>4b</b> . . . . .  | <b>4c</b> | 8,151,711  |
| <b>5</b> | Total expenses Add lines <b>3</b> and <b>4c</b> . (This should equal Form 990, Part I, line 18 ) . . . . . | <b>5</b>  | 25,957,657 |

**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   |
|-------------------|--------------------------------|---|
| SchD_P03_S00_L04  | Schedule D, Part III, Line 4   | The art collection, which is displayed throughout campus, helps to cultivate an understanding of the fine arts as an important factor in a liberal arts education and to provide the history of the arts which will prepare students to appreciate this throughout their lifetime |
| SchD_P05_S00_L04  | Schedule D, Part V, Line 4     | Endowment funds are used to support the operations of the institution Approximately 90% of the permanently endowed funds are restricted to support student scholarships and academic programs   |
| SchD_P12_S00_L04b | Schedule D, Part XII, Line 4b  | Student Aid   |
| SchD_P13_S00_L04b | Schedule D, Part XIII, Line 4b | Student Aid   |

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

**Schools**

OMB No 1545-0047

**2010**

**Open to Public Inspection**

▶ **Complete if the organization answered "Yes" to Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.**  
▶ **Attach to Form 990 or Form 990-EZ.**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
DEFIANCE COLLEGE

**Employer identification number**

34-4430762

**Part I**

- 1** Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?
- 2** Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?
- 3** Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space use Part II.

|          | YES | NO |
|----------|-----|----|
| <b>1</b> | Yes |    |
| <b>2</b> | Yes |    |
| <b>3</b> | Yes |    |

- 4** Does the organization maintain the following?
  - a** Records indicating the racial composition of the student body, faculty, and administrative staff?
  - b** Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?
  - c** Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?
  - d** Copies of all material used by the organization or on its behalf to solicit contributions?
 If you answered "No" to any of the above, please explain. If you need more space, use Part II.

|           |     |  |
|-----------|-----|--|
| <b>4a</b> | Yes |  |
| <b>4b</b> | Yes |  |
| <b>4c</b> | Yes |  |
| <b>4d</b> | Yes |  |

- 5** Does the organization discriminate by race in any way with respect to
  - a** Students' rights or privileges?
  - b** Admissions policies?
  - c** Employment of faculty or administrative staff?
  - d** Scholarships or other financial assistance?
  - e** Educational policies?
  - f** Use of facilities?
  - g** Athletic programs?
  - h** Other extracurricular activities?
 If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.

|           |  |    |
|-----------|--|----|
| <b>5a</b> |  | No |
| <b>5b</b> |  | No |
| <b>5c</b> |  | No |
| <b>5d</b> |  | No |
| <b>5e</b> |  | No |
| <b>5f</b> |  | No |
| <b>5g</b> |  | No |
| <b>5h</b> |  | No |

- 6a** Does the organization receive any financial aid or assistance from a governmental agency?
  - 6b** Has the organization's right to such aid ever been revoked or suspended?
- If you answered "Yes" to either line 6a or line 6b, explain on Part II.
- 7** Does the organization certify that it has complied with the applicable requirements of sections 4 01 through 4 05 of Rev Proc 75-50, 1975-2 C B 587, covering racial nondiscrimination? If "No," explain on Part II.

|           |     |    |
|-----------|-----|----|
| <b>6a</b> | Yes |    |
| <b>6b</b> |     | No |
| <b>7</b>  | Yes |    |

**Part III Supplemental Information**

Complete this part to provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable. Also complete this part to provide any other additional information (see instructions)

| Identifier       | Return Reference              | Explanation  |
|------------------|-------------------------------|--|
| SchE_P01_S00_L03 | Schedule E, Part I,<br>Line 3 | A statement of the school's policy was published in the area newspaper which is widely read by the area prospective students are recruited |
| SchE_P01_S00_L06 | Schedule E, Part I,<br>Line 6 | Defiance College receives federal and state aid on behalf of its students, in the student's name   |

Schedule I (Form 990)

OMB No 1545-0047

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

2010

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Name of the organization
DEFIANCE COLLEGE

Employer identification number
34-4430762

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?
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.

Table with 8 columns: (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.

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

**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            |
|--|--------------------------|--------------------------|-----------------------------------|---|---|
| (1) Defiance College awards financial aid in the form of scholarships to it's students | 765                      | 0                        | 8,151,711                         | Total dollars awarded to matriculated students        | Scholarships and grants for matriculated students |
|  |                          |                          |                                   |   |   |
|  |                          |                          |                                   |   |   |
|  |                          |                          |                                   |   |   |
|  |                          |                          |                                   |   |   |
|  |                          |                          |                                   |   |   |
|  |                          |                          |                                   |   |   |

**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  |
|------------------|----------------------------|--|
| SchI_P01_S00_L02 | Schedule I, Part I, Line 2 | Defiance College awards financial aid on the basis of merit and on the basis of demonstrated need determined by the Free Application for Federal Student Aid (FAFSA) Defiance College scholarships are awarded to eligible students in an amount between \$5,000 and full-tuition the first year and are renewed each year according to established renewal requirements Defiance College awards are coordinated with federal, state, and other outside financial aid award programs |

**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.**

Department of the Treasury  
Internal Revenue Service

**Name of the organization**  
DEFIANCE COLLEGE

**Employer identification number**

34-4430762

**Part I Questions Regarding Compensation**

|   | Yes   | No  |  |  |   |   |   |   |  |  |
|---|---|---|--|--|---|---|---|---|--|--|
| <p><b>1a</b> Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items</p> <table border="0"> <tr> <td><input type="checkbox"/> First-class or charter travel</td> <td><input checked="" type="checkbox"/> Housing allowance or residence for personal use</td> </tr> <tr> <td><input type="checkbox"/> Travel for companions</td> <td><input type="checkbox"/> Payments for business use of personal residence</td> </tr> <tr> <td><input type="checkbox"/> Tax idemnification and gross-up payments</td> <td><input checked="" type="checkbox"/> Health or social club dues or initiation fees</td> </tr> <tr> <td><input type="checkbox"/> Discretionary spending account</td> <td><input checked="" type="checkbox"/> Personal services (e g , maid, chauffeur, chef)</td> </tr> </table> | <input type="checkbox"/> First-class or charter travel                              | <input checked="" type="checkbox"/> Housing allowance or residence for personal use | <input type="checkbox"/> Travel for companions               | <input type="checkbox"/> Payments for business use of personal residence | <input type="checkbox"/> Tax idemnification and gross-up payments   | <input checked="" type="checkbox"/> Health or social club dues or initiation fees   | <input type="checkbox"/> Discretionary spending account | <input checked="" type="checkbox"/> Personal services (e g , maid, chauffeur, chef) |  |  |
| <input type="checkbox"/> First-class or charter travel  | <input checked="" type="checkbox"/> Housing allowance or residence for personal use |   |  |  |   |   |   |   |  |  |
| <input type="checkbox"/> Travel for companions  | <input type="checkbox"/> Payments for business use of personal residence            |   |  |  |   |   |   |   |  |  |
| <input type="checkbox"/> Tax idemnification and gross-up payments   | <input checked="" type="checkbox"/> Health or social club dues or initiation fees   |   |  |  |   |   |   |   |  |  |
| <input type="checkbox"/> Discretionary spending account   | <input checked="" type="checkbox"/> Personal services (e g , maid, chauffeur, chef) |   |  |  |   |   |   |   |  |  |
| <p><b>b</b> If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain</p>   | Yes   |   |  |  |   |   |   |   |  |  |
| <p><b>2</b> Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?</p>  | Yes   |   |  |  |   |   |   |   |  |  |
| <p><b>3</b> Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply</p> <table border="0"> <tr> <td><input type="checkbox"/> Compensation committee</td> <td><input checked="" type="checkbox"/> Written employment contract</td> </tr> <tr> <td><input type="checkbox"/> Independent compensation consultant</td> <td><input type="checkbox"/> Compensation survey or study</td> </tr> <tr> <td><input checked="" type="checkbox"/> Form 990 of other organizations</td> <td><input checked="" type="checkbox"/> Approval by the board or compensation committee</td> </tr> </table>  | <input type="checkbox"/> Compensation committee                                     | <input checked="" type="checkbox"/> Written employment contract                     | <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study                    | <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |   |   |  |  |
| <input type="checkbox"/> Compensation committee   | <input checked="" type="checkbox"/> Written employment contract                     |   |  |  |   |   |   |   |  |  |
| <input type="checkbox"/> Independent compensation consultant  | <input type="checkbox"/> Compensation survey or study                               |   |  |  |   |   |   |   |  |  |
| <input checked="" type="checkbox"/> Form 990 of other organizations   | <input checked="" type="checkbox"/> Approval by the board or compensation committee |   |  |  |   |   |   |   |  |  |
| <p><b>4</b> During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization</p>  |   |   |  |  |   |   |   |   |  |  |
| <p><b>a</b> Receive a severance payment or change-of-control payment from the organization or a related organization?</p>   |   | No  |  |  |   |   |   |   |  |  |
| <p><b>b</b> Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p>   |   | No  |  |  |   |   |   |   |  |  |
| <p><b>c</b> Participate in, or receive payment from, an equity-based compensation arrangement?<br/>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III</p>   |   | No  |  |  |   |   |   |   |  |  |
| <p><b>Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.</b></p>  |   |   |  |  |   |   |   |   |  |  |
| <p><b>5</b> For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of</p>   |   |   |  |  |   |   |   |   |  |  |
| <p><b>a</b> The organization?</p>   |   | No  |  |  |   |   |   |   |  |  |
| <p><b>b</b> Any related organization?<br/>If "Yes," to line 5a or 5b, describe in Part III</p>  |   | No  |  |  |   |   |   |   |  |  |
| <p><b>6</b> For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of</p>   |   |   |  |  |   |   |   |   |  |  |
| <p><b>a</b> The organization?</p>   |   | No  |  |  |   |   |   |   |  |  |
| <p><b>b</b> Any related organization?<br/>If "Yes," to line 6a or 6b, describe in Part III</p>  |   | No  |  |  |   |   |   |   |  |  |
| <p><b>7</b> For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III</p>  |   | No  |  |  |   |   |   |   |  |  |
| <p><b>8</b> Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III</p>  |   | No  |  |  |   |   |   |   |  |  |
| <p><b>9</b> If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?</p>  |   |   |  |  |   |   |   |   |  |  |

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use 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)      | Mark C Gordon | (i) 212,387  | 0                                   | 0                                   | 13,050   | 40,315                  | 265,752                         | 0  |
|          | (ii)          | 0  | 0                                   | 0                                   | 0  | 0                       | 0                               | 0  |
| (2)      |               |  |                                     |                                     |  |                         |                                 |  |
| (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  |
|-------------------|-----------------------------|--|
| SchJ_P01_S00_L01a | Schedule J, Part I, Line 1a | President of the college is required by contract to live in college owned property. Cleaning services are provided for the college owned home used for college purposes. Membership to the local country club and Rotary is provided to the President for college purposes. Membership in a chapter of the Young Presidents' Organization is also provided to benefit the college. |

**Schedule K  
(Form 990)**

OMB No 1545-0047

**Supplemental Information on Tax Exempt Bonds**

▶ **Complete if the organization answered "Yes" to Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Schedule O (Form 990).**

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

**2010**

**Open to Public  
Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
DEFIANCE COLLEGE

Employer identification number

34-4430762

**Part I Bond Issues**

| (a) Issuer Name  | (b) Issuer EIN | (c) CUSIP # | (d) Date Issued | (e) Issue Price | (f) Description of Purpose | (g) Defeased |    | (h) On Behalf of Issuer |    | (i) Pool financing |    |
|--|----------------|-------------|-----------------|-----------------|----------------------------|--------------|----|-------------------------|----|--------------------|----|
|  |                |             |                 |                 |                            | Yes          | No | Yes                     | No | Yes                | No |
| A Ohio Higher Educational Facility Commission<br>c/o Ohio Board of Regents | 34-6849674     |             | 07-29-2008      | 3,450,000       | Building Renovations       |              | X  |                         | X  |                    | X  |
|  |                |             |                 |                 |                            |              |    |                         |    |                    |    |
|  |                |             |                 |                 |                            |              |    |                         |    |                    |    |

**Part II Proceeds**

|   | A         | B  | C   | D  |
|---|-----------|----|-----|----|
| 1 Amount of bonds retired   | 184,604   |    |     |    |
| 2 Amount of bonds legally defeased  | 0         |    |     |    |
| 3 Total proceeds of issue   | 3,450,000 |    |     |    |
| 4 Gross proceeds in reserve funds   | 0         |    |     |    |
| 5 Capitalized interest from proceeds  | 0         |    |     |    |
| 6 Proceeds in refunding escrow  | 0         |    |     |    |
| 7 Issuance costs from proceeds  | 50,000    |    |     |    |
| 8 Credit enhancement from proceeds  | 0         |    |     |    |
| 9 Working capital expenditures from proceeds  | 0         |    |     |    |
| 10 Capital expenditures from proceeds   | 3,400,000 |    |     |    |
| 11 Other spent proceeds   | 0         |    |     |    |
| 12 Other unspent proceeds   | 0         |    |     |    |
| 13 Year of substantial completion   | 2009      |    |     |    |
|   | Yes       | No | Yes | No |
| 14 Were the bonds issued as part of a current refunding issue?  |           | X  |     |    |
| 15 Were the bonds issued as part of an advance refunding issue?   |           | X  |     |    |
| 16 Has the final allocation of proceeds been made?  | X         |    |     |    |
| 17 Does the organization maintain adequate books and records to support the final allocation of proceeds? | X         |    |     |    |

**Part III Private Business Use**

|  | A   |    | B   |    | C   |    | D   |    |
|--|-----|----|-----|----|-----|----|-----|----|
|  | Yes | No | Yes | No | Yes | No | Yes | No |
| 1 Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds? |     | X  |     |    |     |    |     |    |
| 2 Are there any lease arrangements that may result in private business use of bond-financed property?                        |     | X  |     |    |     |    |     |    |

**Part III Private Business Use (Continued)**

|   | A   |    | B   |    | C   |    | D   |    |
|---|-----|----|-----|----|-----|----|-----|----|
|   | Yes | No | Yes | No | Yes | No | Yes | No |
| <b>3a</b> Are there any management or service contracts that may result in private business use?  |     | X  |     |    |     |    |     |    |
| <b>b</b> Are there any research agreements that may result in private business use of bond-financed property?   |     | X  |     |    |     |    |     |    |
| <b>c</b> Does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts or research agreements relating to the financed property?   |     | X  |     |    |     |    |     |    |
| <b>4</b> Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government  | 0 % |    |     |    |     |    |     |    |
| <b>5</b> Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government | 0 % |    |     |    |     |    |     |    |
| <b>6</b> Total of lines 4 and 5   | 0 % |    |     |    |     |    |     |    |
| <b>7</b> Has the organization adopted management practices and procedures to ensure the post-issuance compliance of its tax-exempt bond liabilities?  | X   |    |     |    |     |    |     |    |

**Part IV Arbitrage**

|   | A   |    | B   |    | C   |    | D   |    |
|---|-----|----|-----|----|-----|----|-----|----|
|   | Yes | No | Yes | No | Yes | No | Yes | No |
| <b>1</b> Has a Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate, been filed with respect to the bond issue? |     | X  |     |    |     |    |     |    |
| <b>2</b> Is the bond issue a variable rate issue?   |     | X  |     |    |     |    |     |    |
| <b>3a</b> Has the organization or the governmental issuer entered into a hedge with respect to the bond issue?                                    |     | X  |     |    |     |    |     |    |
| <b>b</b> Name of provider   |     |    |     |    |     |    |     |    |
| <b>c</b> Term of hedge  |     |    |     |    |     |    |     |    |
| <b>d</b> Was the hedge superintegrated?   |     |    |     |    |     |    |     |    |
| <b>e</b> Was a hedge terminated?  |     |    |     |    |     |    |     |    |
| <b>4a</b> Were gross proceeds invested in a GIC?  |     | X  |     |    |     |    |     |    |
| <b>b</b> Name of provider   |     |    |     |    |     |    |     |    |
| <b>c</b> Term of GIC  |     |    |     |    |     |    |     |    |
| <b>d</b> Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?  |     |    |     |    |     |    |     |    |
| <b>5</b> Were any gross proceeds invested beyond an available temporary period?   |     | X  |     |    |     |    |     |    |
| <b>6</b> Did the bond issue qualify for an exception to rebate?   | X   |    |     |    |     |    |     |    |

**Part V Supplemental Information**

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

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

Schedule L (Form 990 or 990-EZ)

Transactions with Interested Persons

OMB No 1545-0047

2010

Open to Public Inspection

Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V lines 38a or 40b. Attach to Form 990 or Form 990-EZ. See separate instructions.

Department of the Treasury Internal Revenue Service

Name of the organization DEFIANCE COLLEGE

Employer identification number 34-4430762

Part I Excess Benefit Transactions (section 501(c)(3) and section 501 (c)(4) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

Table with 3 main columns: (a) Name of disqualified person, (b) Description of transaction, (c) Corrected? (Yes/No)

2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year under section 4958. 3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization.

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a

Table with 7 main columns: (a) Name of interested person and purpose, (b) Loan to or from the organization?, (c) Original principal amount, (d) Balance due, (e) In default?, (f) Approved by board or committee?, (g) Written agreement?

Part III Grants or Assistance Benefitting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

Table with 3 main columns: (a) Name of interested person, (b) Relationship between interested person and the organization, (c) Amount of grant or type of assistance

**Part IV Business Transactions Involving Interested Persons.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

| (a) Name of interested person       | (b) Relationship between interested person and the organization                    | (c) Amount of transaction | (d) Description of transaction | (e) Sharing of organization's revenues? |    |
|-------------------------------------|--|---------------------------|--------------------------------|---|----|
|                                     |  |                           |                                | Yes                                     | No |
| (1) First Energy DBA Toledo Edison  | George M Smart, Chairman of Board of First Energy and Defiance College Trustee     | 403,169                   | Electricity                    |   | No |
| (2) First Insurance and Investments | William J Small, Chairman of First Defiance Financial and Defiance College Trustee | 259,828                   | Insurance                      |   | No |
| (3) Hubbard Company                 | T Hubbard, Defiance College Trustee  | 311,206                   | Printing and supply company    |   | No |
|                                     |  |                           |                                |   |    |
|                                     |  |                           |                                |   |    |
|                                     |  |                           |                                |   |    |

**Part V Supplemental Information**

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

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

SCHEDULE M (Form 990)

NonCash Contributions

OMB No 1545-0047

2010

Open to Public Inspection

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

Department of the Treasury Internal Revenue Service

Name of the organization DEFIANCE COLLEGE

Employer identification number

34-4430762

Part I Types of Property

Table with 4 columns: (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. Rows include Art, Books and publications, Securities, and 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 0

Table with 3 columns: Question, Yes, No. Rows include 30a, 31, 32a, 33 regarding contribution reporting and policies.

**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  |
|-------------------|------------------------------|--|
| SchM_P01_S00_L32b | Schedule M, Part I, Line 32b | The College uses the services of third parties to sell noncash contributions of securities |

**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**  
DEFIANCE COLLEGE

**Employer identification number**

34-4430762

| Identifier       | Return Reference         | Explanation   |
|------------------|--------------------------|---|
| F990_P01_S00_L05 | Form 990, Part I, Line 5 | In 2010, the college had 148 full-time employees and 550 part-time employees including students |

| Identifier       | Return Reference            | Explanation   |
|------------------|-----------------------------|---|
| F990_P01_S00_L09 | Form 990, Part I,<br>Line 9 | Program Service Revenue for prior year should be restated to \$22,625,693 to be comparable to current year \$24,556,601 This was an auditor restatement |

| Identifier       | Return Reference             | Explanation  |
|------------------|------------------------------|--|
| F990_P01_S00_L13 | Form 990, Part I,<br>Line 13 | Grants for prior year should be restated to \$7,530,616 to be comparable to current year \$8,151,711 This was an auditor restatement |

| Identifier        | Return Reference                       | Explanation  |
|-------------------|--|--|
| F990_P06_S0B_L11a | Form 990, Part VI, Section B, Line 11a | The Finance Committee of the Board of Trustees reviewed the Form 990 at their January 2012 meeting and reported their findings and observations to the full Board of Trustees. The final Form 990 was made available to all Trustees on their intranet website prior to the form being filed with the IRS. |

| Identifier        | Return Reference                       | Explanation   |
|-------------------|--|---|
| F990_P06_S0B_L12c | Form 990, Part VI, Section B, Line 12c | The chairman of the Board of Trustees review s annually all conflict of interest statements |

| Identifier       | Return Reference                      | Explanation  |
|------------------|---------------------------------------|--|
| F990_P06_S0B_L15 | Form 990, Part VI, Section B, Line 15 | The President's compensation package is established by the executive committee of the Board of Trustees and reported to the full Board. Salaries of key employees (faculty, staff, officers, President) are compared to peer institutions (Lower 1/3 of Ohio IIB and Peer CUPA) with a goal of being at or above median/average salaries. The President approves the salary of the vice presidents and all other employees, these are not reviewed by independent persons. |

| <b>Identifier</b> | <b>Return Reference</b>               | <b>Explanation</b>   |
|-------------------|---------------------------------------|--|
| F990_P06_S0C_L19  | Form 990, Part VI, Section C, Line 19 | As a private institution, these documents are not required to be disclosed to the public. When requested, the audited financial statements are shared. |

| Identifier        | Return Reference             | Explanation  |
|-------------------|------------------------------|--|
| F990_P08_S00_L07a | Form 990, Part VIII, Line 7a | Reflects net realized gain or loss on exchange of endow ment fund assets |

| Identifier       | Return Reference           | Explanation  |
|------------------|----------------------------|--|
| F990_P09_S00_L17 | Form 990, Part IX, Line 17 | Travel includes conference registration fees (line 19) |

| Identifier       | Return Reference          | Explanation  |
|------------------|---------------------------|--|
| F990_P11_S00_L05 | Form 990, Part XI, Line 5 | Change in value of split interest agreement \$92,745 Net unrealized gains on investments \$1,695,694 |

**Additional Data**

**Software ID:** 10000077  
**Software Version:** v1.00  
**EIN:** 34-4430762  
**Name:** DEFIANCE COLLEGE

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

| (A)<br>Name and Title                     | (B)<br>Average hours per week | (C)<br>Position (check all that apply) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|---|-------------------------------|--|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
|   |                               | Individual trustee or director         | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |  |   |   |
| Mrs Joyce C Anderson<br>Board of Trustee  | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr Keith M Bell Sr<br>Board of Trustee    | 2 00                          | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr Randall Buchman<br>Board of Trustee    | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr Edward R Buhl<br>Board of Trustee      | 2                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr Gary Cates<br>Board of Trustee         | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Ms Lynne De Sherbinin<br>Board of Trustee | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Dr William Finerty Jr<br>Board of Trustee | 1 00                          | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mrs Cheryl S Hahr<br>Board of Trustee     | 2                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr James D Hamilton<br>Board of Trustee   | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr Eric C Hench<br>Board of Trustee       | 2                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr Thomas K Hubbard<br>Board of Trustees  | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr Karl Ideman<br>Board of Trustee        | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Ms Rita Kissner<br>Board of Trustee       | 5 00                          | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr Philip E Mallott<br>Board of Trustee   | 2 00                          | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Michael Miller<br>Board of Trustee        | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr Mark C Moats<br>Board of Trustee       | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Rev Dr Roger D Perl<br>Board of Trustee   | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr Gerald Prokupek<br>Board of Trustee    | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Dr Terrence Rettig<br>Board of Trustee    | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr Stuart F Sakosits<br>Board of Trustee  | 2                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr Mark Shy<br>Board of Trustee           | 2                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Ms Barb J Silvis<br>Board of Trustee      | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Ms Shaune M Skinner<br>Board of Trustee   | 1                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr William J Small<br>Board of Trustee    | 2                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |
| Mr George M Smart<br>Board of Trustee     | 2                             | X                                      |                       |         |              |                              | 0      | 0  | 0   |   |

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

| (A)<br>Name and Title                                 | (B)<br>Average hours per week | (C)<br>Position (check all that apply) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|---|-------------------------------|--|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
|   |                               | Individual trustee or director         | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |  |   |   |
| Mr Steve D VanDemark<br>Board of Trustee              | 2                             | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| Mr A Robert Zeff<br>Board of Trustee                  | 01                            | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| Mrs Susan Zeff<br>Board of Trustee                    | 01                            | X                                      |                       |         |              |                              |        | 0  | 0   | 0   |
| Mark C Gordon<br>President                            | 60 00                         |  |                       | X       |              |                              |        | 212,387  | 0   | 53,365  |
| Lois McCullough<br>Vice President                     | 45 00                         |  |                       | X       |              |                              |        | 99,578   | 0   | 21,246  |
| Rich Pejeau<br>Vice President                         | 56 00                         |  |                       | X       |              |                              |        | 117,663  | 0   | 19,375  |
| Timothy Rickabaugh<br>Interim VP for Academic Affairs | 40                            |  |                       | X       |              |                              |        | 87,425   | 0   | 22,234  |
| Mike Suzo<br>Vice President                           | 55 00                         |  |                       | X       |              |                              |        | 97,682   | 0   | 19,426  |
| Ken Wetstein<br>Vice President                        | 50 00                         |  |                       | X       |              |                              |        | 75,782   | 0   | 20,588  |