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DLN: 93493073006222

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)

2010

OMB No 1545-0047

Inspection

The organization may have to use a copy of this return to satisfy state reporting requirements calendar year, or tax year beginning 07-01-2010 and ending 06-30-2011 A For the 2010 D Employer identification number C Name of organization AUGUSTANA COLLEGE B Check if applicable Address change 36-2166962 Doing Business As Name change E Telephone number Initial return Number and street (or P O box if mail is not delivered to street address) Room/suite (309) 794-7499 639 38TH STREET . Terminated **G** Gross receipts \$ 151,336,006 City or town, state or country, and ZIP + 4 ROCK ISLAND, IL 612012296 Amended return Application pending Name and address of principal officer **H(a)** Is this a group return for affiliates? Yes STEVEN BAHLS 639 38TH STREET **H(b)** Are all affiliates included? ROCK ISLAND, IL 612012296 If "No," attach a list (see instructions) H(c) Group exemption number ► **▽** 501(c)(3) **□** 501(c) () **◄** (insert no) ☐ 4947(a)(1) or ☐ 527 Website: ► WWW AUGUSTANA EDU COLLEGE **M** State of legal domicile IL **L** Year of formation 1860 Part I Summary 1 Briefly describe the organization's mission or most significant activities BACCALAUREATE LEVEL INSTRUCTION Activities & Governance 2 Check this box | If the organization discontinued its operations or disposed of more than 25% of its net assets Number of voting members of the governing body (Part VI, line 1a) $\,$. $\,$. 39 4 Number of independent voting members of the governing body (Part VI, line 1b) . 4 38 5 2.753 Total number of individuals employed in calendar year 2010 (Part V, line 2a) Total number of volunteers (estimate if necessary) 6 250 157,730 7a Total unrelated business revenue from Part VIII, column (C), line 12 7a **b** Net unrelated business taxable income from Form 990-T, line 34 7b 3,971 **Prior Year Current Year** Contributions and grants (Part VIII, line 1h) . 11,156,829 19,961,115 Rayenue Program service revenue (Part VIII, line 2g) . 90,697,793 97,657,813 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 1,648,740 3,958,630 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 1,025,439 11 1.044.043 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12 104,547,405 122,602,997 13 31.004.841 36,305,902 Grants and similar amounts paid (Part IX, column (A), lines 1-3). 14 Benefits paid to or for members (Part IX, column (A), line 4) . 0 0 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5 Expenses 36,971,611 36,472,819 16a Professional fundraising fees (Part IX, column (A), line 11e) . 0 45,000 b Total fundraising expenses (Part IX, column (D), line 25) $\blacktriangleright \frac{1,985,814}{}$ **17** Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f) . 29,510,322 30,487,496 18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) 97,486,774 103,311,217 19 Revenue less expenses Subtract line 18 from line 12 $\,$. 7,060,631 19,291,780 Net Assets or Fund Balances **Beginning of Current End of Year** Year 20 Total assets (Part X, line 16) . 237,476,104 274,621,519 21 Total liabilities (Part X, line 26) . 77,370,732 75.758.785 Net assets or fund balances Subtract line 21 from line 20 160,105,372 198,862,734 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. 2012-03-08 Signature of officer Sian Here PAUL PEARSON VP OF BUSINESS AND FINANCE Type or print name and title Print/Type preparer's name Check if self-Preparer's signature PTIN Date employed 🕨 🕻

May the IRS discuss this return with the preparer shown above? (see instructions)

Paid

Preparer

Use Only

Firm's name

Fırm's address 🕨

Firm's EIN

Phone no

Yes

 \Box Νο

Par	Statement of Program Service Accomplishments Check if Schedule O contains a response to any question in this Part III	
FAIT	Briefly describe the organization's mission USTANA COLLEGE, ROOTED IN THE LIBERAL ARTS AND SCIENCES AND A LUTHERAN EXPRESSION OF THE CHRISTIAN H, IS COMMITTED TO OFFERING A CHALLENGING EDUCATION THAT DEVELOPS QUALITIES OF MIND, SPIRIT, AND BOI ESSARY FOR A REWARDING LIFE OF LEADERSHIP AND SERVICE IN A DIVERSE AND CHANGING WORLD	ΟY
2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?	
	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?	
	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 \$ 60,164,117 including grants of \$ 36,305,902) (Revenue \$ 1,897,783)	
	HIGHER EDUCATION INSTRUCTION - INCLUDES 75 ACADEMIC MAJORS, FOREIGN STUDY PROGRAMS, HONORS PROGRAMS, AND OTHER EDUCATIONAL REL DEPARTMENTS SERVICING APPROXIMATELY 2,500 TOTAL STUDENTS AND STAFFED BY APPROXIMATELY 250 FACULTY MEMBERS (2500 STUDENTS)	ATED
4b	(Code) (Expenses \$ 11,982,087 including grants of \$) (Revenue \$ 987,167)	
-10	HIGHER EDUCATION ACADEMIC SUPPORT - INCLUDES LIBRARY SUPPORT OF 160,000 TOTAL VOLUMES, AUDIOVISUAL MATERIALS AND EQUIPMENT, ART EXIJAZZ, THEATER, BAND, CHOIR, DEBATE, INTERCOLLEGIATE ATHLETICS, AND RELATED ACTIVITIES SERVICING THE STUDENT AND THE COMMUNITY (2500 STUDENTS)	HIBITS,
	(Code) (Expenses \$ 11,394,292 including grants of \$) (Revenue \$ 9,358,113)	
40	HIGHER EDUCATION AUXILIARY ENTERPRISES - SERVES THE STUDENT COMMUNITY BY SELLING TEXTBOOKS AND OTHER INSTRUCTIONAL MATERIALS AND SUPPLIES, AND PROVIDES MEAL SERVICE AND HOUSING (2500 STUDENTS)	
	Other presume assures (December of Cabadula O.) Car also Additional Pata for Passuintian	
4d	Other program services (Describe in Schedule O) See also Additional Data for Description (Expenses \$ 8,534,345 including grants of \$) (Revenue \$ 764,976)	
4e	Total program service expenses►\$ 92,074,841	

Part IV	Checklist	of Red	uired	Schedules

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

Par	t IV Checklist of Required Schedules (continued)			
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		No
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b-24d and complete Schedule K. If "No," go to line 25	24a	Yes	
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		Νo
C	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		Νo
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a	Yes	
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b	Yes	
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c	Yes	
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30	Yes	
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? <i>If</i> "Yes," complete Schedule R, Part I	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34		Νο
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)?	35		No
а	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 Yes V No			
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If</i> "Yes," complete Schedule R, Part V, line 2	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	
		_	00/	(2010)

Form 990 (2010)

Part V Statements Regarding Other IRS Filings and Tax Compliance

	Check if Schedule O contains a response to any question in this Part V			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable 1a 173			
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable			
	1b 0			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax			
	Statements filed for the calendar year ending with or within the year covered by this return			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	2b	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the			
	year?	3a	Yes	
	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No
b	If "Yes," enter the name of the foreign country			
	See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		Νο
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		N o
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	6a		Νο
ь	organization solicit any contributions that were not tax deductible? If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts	_		
7	were not tax deductible?	6b		
	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and	7a		No
	services provided to the payor?	7b		
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to			
	file Form 8282?	7c	Yes	
d	If "Yes," indicate the number of Forms 8282 filed during the year			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	Yes	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	Yes	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a	7h		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did	7		
	the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.			
а	Did the organization make any taxable distributions under section 4966?	9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter			
	Initiation fees and capital contributions included on Part VIII, line 12 10a Gross receipts, included on Form 990, Part VIII, line 12, for public use of club 10b			
U	facilities	-		
11	Section 501(c)(12) organizations. Enter			
	Gross income from members or shareholders			
ь	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O	13a		
Ь	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans			
С	Enter the amount of reserves on hand			
1/1-	Did the organization receive any payments for indoor tanning services during the tax year?	14a		N a
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14a 14b		N o
	,			

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										. 모	•
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_Se	ction A. Governing Body and Management						
			Yes	No			
_							
1a	Enter the number of voting members of the governing body at the end of the tax year						
b	Enter the number of voting members included in line 1a, above, who are independent						
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	Yes				
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No			
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No			
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	5		No			
6	Does the organization have members or stockholders?	6		Νo			
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		Νο			
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		Νo			
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following						
а	The governing body?	8a	Yes				
b	b Each committee with authority to act on behalf of the governing body?						
9							
	organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No			
	ection B. Policies (This Section B requests information about policies not required by the Internal evenue Code.)						
	- Torride Coucify		Yes	No			
10a	Does the organization have local chapters, branches, or affiliates?	10a		Νo			
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	10b					
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?						
		11a	Yes				
	Describe in Schedule O the process, if any, used by the organization to review this Form 990						
	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes				
Ь	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes				
С	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes				
13	Does the organization have a written whistleblower policy?	13	Yes				
14	Does the organization have a written document retention and destruction policy?	14	Yes				
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?						
а	The organization's CEO, Executive Director, or top management official	15a	Yes				
Ь	Other officers or key employees of the organization	15b	Yes				
	If "Yes" to line 15a or 15b, describe the process in Schedule O (See instructions)						
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		Νο			
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b					
_Se	ction C. Disclosure						
17	List the States with which a copy of this Form 990 is required to be filed▶IL						
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 V 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 Paul Pearson

639 38th Street Rock Island, IL 61201 (309) 794-7203

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

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

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

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

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

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

Check this box if neither the organ		elated o	rgan	ızatı	on c	omper	sate	d any current office	er, director, or trust	ee
(A) Name and Title	(B) A verage hours	Posi		C) (che	cka			(D) Reportable compensation	(E) Reportable compensation	(F) Estimated amount of other
	per week (describe hours for related organizations in Schedule O)	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	from the organization (W- 2/1099-MISC)	from related organizations (W- 2/1099- MISC)	compensation from the organization and related organizations
See Additional Data Table										
-										
			<u> </u>							

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

(A) Name and Title (B) Average hours per week (describe hours for related organizations in Schedule O) See Additional Data Table (B) Average hours per week (describe hours for related organizations in Schedule O) See Additional Data Table (C) Position (check all that apply) Positi	other ation he on and d
week (describe hours for related organizations in Schedule O) week (describe hours for related organizations in Schedule O)	he on and d
See Additional Data Table	
1b Sub-Total	
c Total from continuation sheets to Part VII, Section A	
d Total (add lines 1b and 1c)	97,904
Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization ►14	
Yes	No
Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual	No
For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for	
services rendered to the organization? If "Yes," complete Schedule J for such person	Νο

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
ESTES COMPANY 131 WEST 2ND STREET SUITE 400 DAVENPORT, IA 528080000	CONSTRUCTION	3,088,147
RUSSELL CONSTRUCTION 4600 E 53RD STREET DAVENPORT, IA 528070000	CONSTRUCTION	650,018
BLDD ARCHITECTS INC 100 MERCHANT STREET DECATUR, IL 625230000	ARCHITECTURAL ENGINEERING	488,875
VALLEY CONSTRUCTION COMPANY 3610 78TH AVE WEST ROCK ISLAND, IL 612042020	CONSTRUCTION	381,197
JOHNSON CONTROLS 4703 15TH STREET A MOLINE, IL 612650000	HVAC CONSTRUCTION	154,962
2 Total number of independent contractors (including but not limited to those listed above \$100,000 in compensation from the organization ►45) who received more than	

Form 99		•	<u></u>				Pa	ge 9
		Statement of Revene			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	excluded from tax under sections
14 - 1	_							513, or 514
Contributions, gifts, grants and other similar amounts	b c d e f	Federated campaigns Membership dues Fundraising events Related organizations Government grants (contributions) All other contributions, gifts, grants, similar amounts not included above Noncash contributions included in lire. Total. Add lines 1a-1f	. 1c . 1d . 1e and 1f ess 1a-1f \$	1,564,728 18,396,387 4,309,928 Business Code	19,961,115			
nue urie	2a	TUTTON AND EFFC						
Program Service Revenue	b c d	SALES AND SERVICES - AUXILIARY SALES AND SERVICES - ED DEPT		611710 722320 611710	16,859,772	79,458,219 16,702,042 1,339,822	157,730	
ار ا	f	All other program service rev	enue		0	0	0	0
	3	Total. Add lines 2a-2f Investment income (including and other similar amounts). Income from investment of tax-exerons and the similar amounts.	g dividends, interest mpt bond proceeds		97,657,813 2,497,807 -1,563			2,497,807 -1,563
	b c	Gross Rents Less rental expenses Rental income or (loss)	(i) Real 306,539 306,539	(II) Personal	306,539			306,539
	7a b	Gross amount from sales of assets other than inventory Less cost or other basis and sales expenses Gain or (loss)	(i) Securities 30,089,238 28,620,509	(II) O ther 106,157 112,500	300,339			300,339
		Net gain or (loss)		0,313	1,462,386			1,462,386
Other Revenue	b	Gross income from fundraising (not including) \$ of contributions reported on I See Part IV, line 18 Less direct expenses Net income or (loss) from fundraising fundraising from fundraising from fundraising from fundraising fundraising from fundraising fundra	ane 1c) . a . b		0			
			ctivities See Part IV, line 19 . a					
		Less direct expenses Net income or (loss) from gai	_	ь	0			
	10a	Gross sales of inventory, less returns and allowances . Less cost of goods sold . Net income or (loss) from sal	а . b		0			
		Miscellaneous Revenue		Business Code				
		DEPARTMENTAL DESIGNA	ΓED	611710	175,568			175,568
		FMV/PV ADJUSTMENTS	<u> </u>	900001	513,265			513,265
		ANNUITANT PAYMENTS	<u> </u>	900001	-230,380 -260,447		0	-230,380 260,447
		I All other revenue			260,447 718,900		0	260,447
	12	Total revenue. See Instruction	ons		122,602,997	97,500,083	157,730 rm 990 (20	4,984,069

Part IX Statement of Functional Expenses

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

A	Section 501(c)(3) and 501(c)(4) organizations mus Il other organizations must complete column (A) but are not required to c	•		D).	
	ot include amounts reported on lines 6b, b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	0			
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22	36,305,902	36,305,902		
3	Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16	0			
4	Benefits paid to or for members	0			
5	Compensation of current officers, directors, trustees, and key employees	1,078,756		1,078,756	
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7	Other salaries and wages	27,925,366	24,605,818	2,154,708	1,164,840
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	2,250,121	1,938,009	201,994	110,118
9	Other employee benefits	3,287,911	305,958	2,904,025	77,928
10	Payroll taxes	1,930,665	1,628,420	225,566	76,679
а	Fees for services (non-employees) Management	0			
b	Legal	19,726	2,192	17,534	
c	Accounting	129,463	13,203	116,260	
d	Lobbying	202		202	
е	Professional fundraising services See Part IV, line 17	45,000			45,000
f	Investment management fees	64,638		64,638	
g	Other	2,110,098	1,852,473	225,373	32,252
12	Advertising and promotion	138,518	121,396	17,122	
13	Office expenses	3,954,039	3,362,377	410,938	180,724
14	Information technology	524,815	454,453	58,862	11,500
15	Royalties	0			
16	Occupancy	5,861,565	5,177,260	684,305	
17	Travel	3,886,750	3,609,300	177,840	99,610
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19	Conferences, conventions, and meetings	327,620	120,944	160,745	45,931
20	Interest	2,286,328	2,235,856	50,472	
21	Payments to affiliates	0			
22	Depreciation, depletion, and amortization	4,597,582	4,304,848	292,734	
23	Insurance	253,163	104,417	145,708	3,038
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)				
а		681,483	515,659	133,599	32,225
ь	EQUIPMENT	644,043	565,899	71,194	6,950
c	BOOKSTORE AND FOOD SERVICE FUNCTIONS	3,011,505	3,011,505		
d					
e					
f	All other expenses	1,995,958	1,838,952	57,987	99,019
25	Total functional expenses. Add lines 1 through 24f	103,311,217	92,074,841	9,250,562	1,985,814
26	Joint costs. Check here ► ☐ If following SOP 98-2 (ASC 958-720) Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation	0			

Pa	rt X	Balance Sheet					
					(A) Beginning of year		(B) End of year
	1	Cash—non-interest-bearing			1,891,720	1	2,500,329
	2	Savings and temporary cash investments			14,426,962	2	5,442,498
	3	Pledges and grants receivable, net			16,822,759	3	20,836,230
	4	Accounts receivable, net			240,049	4	227,332
	5	Receivables from current and former officers, directors, trustee highest compensated employees Complete Part II of	employees, and				
		Schedule L				5	
Assets	6	Receivables from other disqualified persons (as defined under spersons described in section 4958(c)(3)(B), and contributing esponsoring organizations of section 501(c)(9) voluntary emploorganizations (see instructions)	mploy	ers, and			
		Schedule L				6	
	7	Notes and loans receivable, net			3,435,200	7	3,395,121
₹	8	Inventories for sale or use			486,971	8	390,105
	9	Prepaid expenses and deferred charges			432,109	9	788,192
	10a	Land, buildings, and equipment cost or other basis <i>Complete Part VI of Schedule D</i>	10a	183,313,304			
	b	Less accumulated depreciation	10b	95,531,714	85,706,138	10c	87,781,590
	11	Investments—publicly traded securities				11	
	12	Investments—other securities See Part IV, line 11			12,272,313	12	13,155,314
	13	Investments—program-related See Part IV, line 11			89,759,171	13	124,414,839
	14	Intangible assets				14	
	15	Other assets See Part IV, line 11			12,002,712	15	15,689,969
	16	Total assets. Add lines 1 through 15 (must equal line 34) .			237,476,104	16	274,621,519
	17	Accounts payable and accrued expenses .			6,777,505	17	7,756,652
	18	Grants payable			0	18	
	19	Deferred revenue			3,583,311	19	3,107,111
	20	Tax-exempt bond liabilities	57,267,778	20	55,909,444		
eS	21	Escrow or custodial account liability Complete Part IV of Schedu	0	21	_		
bilities	22	Payables to current and former officers, directors, trustees, ke employees, highest compensated employees, and disqualified					
Lial		persons Complete Part II of Schedule L			479,877	22	359,877
	23	Secured mortgages and notes payable to unrelated third partie	s.		0	23	0
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities Complete Part X of Schedule D			9,262,261	25	8,625,701
	26	Total liabilities. Add lines 17 through 25			77,370,732	26	75,758,785
		Organizations that follow SFAS 117, check here ▶ 🗸 and com	plet e l	lines 27			
ġ		through 29, and lines 33 and 34.					
Fund Balances	27	Unrestricted net assets			76,418,219	27	95,613,317
8	28	Temporarily restricted net assets			18,675,997	28	37,061,695
Ξ	29	Permanently restricted net assets			65,011,156	29	66,187,722
Ξ		Organizations that do not follow SFAS 117, check here ▶ ┌ a	nd con	nplet e			
JO.		lines 30 through 34.					
	30	Capital stock or trust principal, or current funds				30	
Assets	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other f	unds			32	
Net	33	Total net assets or fund balances			160,105,372	33	198,862,734
_	34	Total liabilities and net assets/fund balances			237,476,104	34	274,621,519

Pal	Check if Schedule O contains a response to any question in this Part XI				
1	Total revenue (must equal Part VIII, column (A), line 12)	1		122.6	. 0.2. 0.0.
2	Total expenses (must equal Part IX, column (A), line 25)	2			302,997
3	Revenue less expenses Subtract line 2 from line 1	3		19,2	291,780
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		160,1	105,372
5	Other changes in net assets or fund balances (explain in Schedule O)	5			(
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6		198,8	362,734
Par	The triang of the triangle of the triangle of			୮	
1	Accounting method used to prepare the Form 990 Cash Accrual Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O			Yes	No
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		Νo
b	Were the organization's financial statements audited by an independent accountant?		2b	Yes	
c	If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O		2c	Yes	
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were in a separate basis, consolidated basis, or both	ssued			
	▼ Separate basis				
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in th Single Audit Act and OMB Circular A-133?	e	3a	Yes	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the laudit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	equired	3b	Yes	

OMB No 1545-0047

OMB No 1545-004

2010

Open to Public Inspection

SCHEDULE A

(Form 990 or 990EZ)

Department of the Treasury Internal Revenue Service Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

Public Charity Status and Public Support

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

Name of the organization AUGUSTANA COLLEGE

Employer identification number

36-2166962 Reason for Public Charity Status (All organizations must complete this part.) See instructions organization is not a private foundation because it is (For lines 1 through 11, check only one box) A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). 1 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E) A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi) (Complete Part II) A community trust described in section 170(b)(1)(A)(vi) (Complete Part II) An organization that normally receives (1) more than 331/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 331/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See section 509(a)(2). (Complete Part III) An organization organized and operated exclusively to test for public safety Seesection 509(a)(4). 10 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 Type I **b** Type II Type III - Other 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) 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 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) Yes No and (III) below, the governing body of the the supported organization? 11g(i) (ii) a family member of a person described in (i) above? 11g(ii) (iii) a 35% controlled entity of a person described in (i) or (ii) above? 11g(iii) h Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN		(iv) Is the organizati col (i) list your gove docume	e ion in ted in rning	(v) Did you not organizat col (i) of suppor	ion in your	(vi) Is the organization in col (i) organized in the US?		(vii) A mount of support	
			Yes	No	Yes	No	Yes	No		
Total										

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1) (A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

	dider rate III. If the	organización i	ans to quanty t	maci the tests	iisted below, pie	case complet	c raic III.
S	ection A. Public Support		_				
Cale	endar year (or fiscal year beginning in)	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received (Do not						
	ınclude any "unusual						
	grants ")						
2	Tax revenues levied for the						
	organization's benefit and either						
	paid to or expended on its						
_	behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
	Total. Add lines 1 through 3						
5	The portion of total contributions by						
	each person (other than a						
	governmental unit or publicly						
	supported organization) included on line 1 that exceeds 2% of the						
	amount shown on line 11, column						
	(f)						
6	Public Support. Subtract line 5 from						
Ü	line 4						
S	ection B. Total Support	1				I	
	endar year (or fiscal year beginning						
Cur	in) ►	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
7	A mounts from line 4						
8	Gross income from interest,						
0	dividends, payments received on						
	securities loans, rents, royalties						
	and income from similar						
	sources						
9	Net income from unrelated						
-	business activities, whether or						
	not the business is regularly						
	carried on						
10	Other income Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part IV)						
11	Total support (Add lines 7						
	through 10)						
12	Gross receipts from related activities	es, etc (See inst	ructions)			12	
13	First Five Years If the Form 990 is f	or the organization	on's first, second	, third, fourth, or	fifth tax year as a	501(c)(3) orga	nızatıon,
	check this box and stop here	_	r		•	. , . , -	▶ ┌॔
S	ection C. Computation of Pub	lic Support P	ercentage				
14	Public Support Percentage for 2010	(lıne 6 column (f) divided by line	11 column (f))		14	
15	Public Support Percentage for 2009	Schedule A Par	rt II line 14			15	
							
16a	33 1/3% support test—2010. If the				line 14 is 33 1/3%	or more, chec	
	and stop here. The organization qua	•				2.2.4.204	▶ [
b	33 1/3% support test—2009. If the				oa, and line 15 is :	1/3% or mor کد	. -
17-	box and stop here. The organization				12 16 1C	handler - 4.4	▶
r/a	10%-facts-and-circumstances test-						ın.
	is 10% or more, and if the organization made			•			
	in Part IV how the organization mee	is the facts and	circumstances"	test ine organiz	acion quanifies as	a publicly supp	orted F
L	organization 10%-facts-and-circumstances test-	_2000 Ifthe era	anization did not	chack a hay an lu	no 13 165 166 5	or 17a and line	F1
ט	15 is 10% or more, and if the organ						
	Explain in Part IV how the organizat			•		<u>-</u>	clv
	supported organization	aon meets the 16	aces and circuitis	tances test life	. organization qual	iiiies as a publi	ETY ▶ ¯
18	Private Foundation If the organizati	on did not check	a box on line 13	. 16a. 16b. 17a o	r 17b. check this	box and see	- 1
	instructions	a.a not eneck		, , 0 0 , 7 0 0	. 2. 2, 511558 61115		▶ □

Schedule A (Form 990 or 990-EZ) 2010 Page 3 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 (a) 2006 **(b)** 2007 (c) 2008 (d) 2009 (e) 2010 (f) Total ın) 🟲 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants") 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 Gross receipts from activities that are not an unrelated trade or business under section 513 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf The value of services or facilities furnished by a governmental unit to the organization without charge Total. Add lines 1 through 5 7a Amounts included on lines 1, 2, and 3 received from disqualified **b** A mounts 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 c Add lines 7a and 7b Public Support (Subtract line 7c from line 6) Section B. Total Support Calendar year (or fiscal year beginning **(e)** 2010 (a) 2006 **(b)** 2007 (c) 2008 (d) 2009 (f) Total ın) 9 Amounts from line 6 Gross income from interest, 10a dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b c Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include 12 gain or loss from the sale of capital assets (Explain in Part Total support (Add lines 9, 10c, 11 and 12) 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

15	Public Support Percentage for 2010 (line 8 column (f) divided by line 13 column (f))	15	
16	Public support percentage from 2009 Schedule A, Part III, line 15		
S	ection D. Computation of Investment Income Percentage		
17	Investment income percentage for 2010 (line 10c column (f) divided by line 13 column (f))	17	
18	Investment income percentage from 2009 Schedule A , Part III, line 17	18	

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

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

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

Schedule A (Fo	orm 990 or 990-EZ) 2010	Pag
Part IV	Supplemental Information. Supplemental Information. Complete this required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. additional information. (See instructions).	•

Facts And	Circumstances	Test

Schedule A (Form 990 or 990-EZ) 2010

Software ID: 10000128 **Software Version:** v2010.1.0

EIN: 36-2166962

Name: AUGUSTANA COLLEGE

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

(A) Name and Title	(B) Average hours per	Posi	tion (C) (che	ck a	II		(D) Reportable compensation from the	(E) Reportable compensation from related	(F) Estimated amount of other compensation
	week	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	organization (W- 2/1099-MISC)	organizations (W- 2/1099- MISC)	from the organization and related organizations
CHRISTOPHER VAUGHAN DIRECTOR OF IT	55					Х		102,254	0	38,838
ELLEN HAY INTERIM DIRECTOR OF ACADEMIC AFFAIRS	55					х		131,438	0	42,334
ALBERT DESIMONE VP FOR LEADERSHIP GIFTS	55					x	х	129,086	0	38,620
EVELYN CAMPBELL DEAN AND VP STUDENT SERVICES	55					х		134,348	0	52,000
KENT BARNDS VP ENROLLMENT AND COMMUNICATION & PLANNING	55					x		160,581	0	42,763
LYNN JACKSON VICE PRESIDENT OF ADVANCEMENT	55				х			165,930	0	38,859
PAUL PEARSON VICE PRESIDENT OF FINANCE	55				х			176,460	0	48,275
STEVEN BAHLS COLLEGE PRESIDENT	55	Х		x				306,840	0	140,638
MARK SCHWIEBERT BOARD MEMBER	1	Х						0	0	0
LOIS LEVINE MUNDIE BOARD MEMBER	1	Х						0	0	0
DIANE HARRIS BOARD MEMBER	1	Х						0	0	0
DONALD HALLBERG BOARD MEMBER	1	Х						0	0	0
TOM GREVLOS BOARD MEMBER	1	Х						0	0	0
CHRIS COULTER BOARD MEMBER	1	Х						0	0	0
KENNETH ABRAMS BOARD MEMBER	1	Х						0	0	0
MARK WILHELM BOARD MEMBER	1	Х						0	0	0
DONALD SUNDQUIST BOARD MEMBER	1	Х						0	0	0
JOHN LUCKEN BOARD MEMBER	1	Х						0	0	0
THO MAS LEACH BO ARD MEMBER	1	Х		×				0	0	0
LINDA NEWBORN BOARD MEMBER	1	Х		х				0	0	0
RICHARD GODFREY BOARD MEMBER	1	Х						0	0	0
PAUL GUEHLER BOARD MEMBER	1	Х						0	0	0
LAWRENCE BARKER BOARD MEMBER	1	Х						0	0	0
KIM BRUNNER BOARD MEMBER	1	Х		х				0	0	0
DOUGLAS HULTQUIST BOARD MEMBER	1	Х						0	0	0

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

Compensated Employees, and Independent Contractors											
(A) Name and Title	(B) A verage hours per		tion (that a	(che	')		•	(D) Reportable compensation from the	(E) Reportable compensation from related	(F) Estimated amount of other compensation	
	we e k	individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	organization (W- 2/1099-MISC)	organizations (W- 2/1099- MISC)	from the organization and related organizations	
SUNDER SUBBAROYAN BOARD MEMBER	1	×						0	0	0	
WILLIE RUCKER	-							0	0	0	
BOARD MEMBER	1	Х						0	0	0	
DIANE HILL BOARD MEMBER	1	Х		Х				0	0	0	
FRANZ HELPENSTELL BOARD MEMBER	1	Х						0	0	0	
PETER SIMSHAUSER BOARD MEMBER	1	Х						0	0	0	
MURRY GERBER BOARD MEMBER	1	x						О	О	О	
HECTOR GARFIASTOLEDO	1	х						0	0	0	
BOARD MEMBER PETER BENSON											
BOARD MEMBER	1	Х						0	0	0	
ROBERT SWIERINGA BOARD MEMBER	1	Х						0	0	0	
RONALD NYBERG BOARD MEMBER	1	×		×				0	0	0	
DUANE SWANSON BOARD MEMBER	1	Х						0	0	0	
GARY WOLLERSHEIM BOARD MEMBER	1	Х						0	0	0	
THOMAS WEIGAND BOARD MEMBER	1	х		х				0	0	0	
PERRY WAUGHTAL	1	Х						0	0	0	
BOARD MEMBER PETER MARTY	1			X				0	0	0	
BOARD MEMBER DEAN CHRISTENSEN	1	X						0	0	0	
BOARD MEMBER	1	Х		Х				0	0	0	
DALE ECK BOARD MEMBER	1	Х						0	0	0	
JOHN DAHL BOARD MEMBER	1	×						О	0	0	
CHARLES HAMMERSMITH JR BOARD MEMBER	1	Х						0	0	0	
LEE SELANDER BOARD MEMBER	1	Х		х				0	0	0	
PAULA ARNELL BOARD MEMBER	1	Х						0	0	0	
MARY E JUNCK BOARD MEMBER	1	Х						0	0	0	
CHARLES LINDBERG BOARD MEMBER	1	Х						0	0	0	
ROBERT ONTIVEROS BOARD MEMBER	1	Х						0	0	0	
PETER KIVISTO PROFESSOR	55					×		101,321	0	55,577	

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

4d. Other program services

(Code) (Expenses \$ 8,534,345 including grants of \$) (Revenue \$ 764,976)
HIGHER EDUCATION STUDENT SERVICES - SERVES THE STUDENT COMMUNITY BY PROVIDING REGISTRATION ASSISTANCE,
COUNSELING,CAREER PLANNING, INTERNSHIPS, FINANCIAL ASSISTANCE, MULTICULTURAL PROGRAMMING, ORIENTATION
AND ADVISING, INTRAMURAL SPORTS, AND OTHER RELATED PROGRAMS (2500 STUDENTS) HIGHER EDUCATION PUBLIC
SERVICES - INCLUDES A CENTER FOR COMMUNICATIVE DISORDERS, ART PROGRAMS, ALUMNI PROGRAMS, COMMUNITY
SERVICE AND A NATIONAL PUBLIC RADIO STATION SERVING THE STUDENTS AND COMMUNITY (2500 STUDENTS) HIGHER
EDUCATION RESEARCH - SUPPORTS EXTENSIVE OPPORTUNITIES FOR STUDENTS AND FACULTY TO CONDUCT RESEARCH ON
AND OFF CAMPUS (2500 STUDENTS)

DLN: 93493073006222

OMB No 1545-0047

SCHEDULE C

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527 ► Complete if the organization is described below.

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

Open to Public Inspection

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

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

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

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

	ection 501(c)(4), (5), or (6) organ nme of the organization GUSTANA COLLEGE	·		Employer iden	tification number
AUG	GUSTANA CULLEGE			36-2166962	
Par	t I-A Complete if the or	ganization is exempt unde	er section 501(organization.
1	Provide a description of the or	ganızatıon's dırect and ındırect po	litical campaign act	tivities in Part IV	
2	Political expenditures			▶	\$
3	V olunteer hours				
Par	rt I-B Complete if the or	ganization is exempt unde	er section 501(c)(3).	
1	<u> </u>	e tax incurred by the organization			\$
2	Enter the amount of any excis	e tax incurred by organization mar	nagers under sectio	n 4955 ►	\$
3	If the organization incurred a s	section 4955 tax, did it file Form 4	1720 for this year?		☐ Yes ☐ No
4a	Was a correction made?				┌ Yes
ь	If "Yes," describe in Part IV				
Par	rt I-C Complete if the or	ganization is exempt unde	er section 501(c) except section 501	l(c)(3).
1	Enter the amount directly exp	ended by the filing organization for	section 527 exem	pt function activities 🕨	\$
2	Enter the amount of the filing of exempt funtion activities	organization's funds contributed to	o other organization	s for section 527 ▶	\$
3	Total exempt function expend	tures Add lines 1 and 2 Enter he	re and on Form 112	20-POL, line 17b	\$ 0
4	Did the filing organization file	F orm 1120-POL for this year?			☐ Yes ☐ No
5	organization made payments amount of political contributio	nd employer identification number For each organization listed, enter ns received that were promptly an political action committee (PAC)	the amount paid front district the transfer of	om the filing organization's f to a separate political orga	unds Also enter the nization, such as a
	(a) Name	(b) Address	(c) EIN	(d) A mount paid from filing organization's funds If none, enter -0-	(e) A mount of political contributions received and promptly and directly delivered to a separate political
					organization If none, enter -0-
					-
					-
					-
					-
					-
					-
					-
					-

Sc	hedule C (Form 990 or 990-EZ) 2010						Page 2
P	art II-A Complete if the organization under section 501(h)).	is ex	cempt under	section 501(c)(3) and fi	led Form 5768	
A B	Check If the filing organization belongs to a Check If the filing organization checked bo			" provisions apply	/		
	Limits on Lobbying E (The term "expenditures" means a)		(a) Filing Organization's Totals	(b) Affiliated Group Totals
<u>1</u> a	Total lobbying expenditures to influence public o	pinion	(grass roots lob	oyıng)			
b	Total lobbying expenditures to influence a legisl						
c	Total lobbying expenditures (add lines 1a and 1	b)					
d	Other exempt purpose expenditures						
е	Total exempt purpose expenditures (add lines 1	c and :	Ld)				
f	Lobbying nontaxable amount Enter the amount columns						
	If the amount on line 1e, column (a) or (b) is:	The	lobbying nontaxa	ble amount is:			
	Not over \$500,000	20%	of the amount on lin	e 1e			
	Over \$500,000 but not over \$1,000,000	\$100	,000 plus 15% of the	excess over \$500,00	0		
	Over \$1,000,000 but not over \$1,500,000	\$175	,000 plus 10% of the	excess over \$1,000,0	000		
	Over \$1,500,000 but not over \$17,000,000	\$225	,000 plus 5% of the	excess over \$1,500,00	00		
	Over \$17,000,000	\$1,00	00,000				
	Grassroots nontaxable amount (enter 25% of lir	ne 1 f)					
_	Subtract line 1g from line 1a If zero or less, ent	-					
i	Subtract line 1f from line 1c If zero or less, ente	er - 0 -					
j	If there is an amount other than zero on either li section 4911 tax for this year?	ne 1h d	or line 11, did the	organization file F	orm 4720 rep	orting	┌ Yes ┌ No
	4-Year Av (Some organizations that made a columns below. See t	secti	on 501(h) ele		havè to co		ne five
	Lobbying Exp	endit	ures During 4	l-Year Averag	jing Period		
	Calendar year (or fiscal year						

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

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

	(election under section 501(h)).					
		(a	1)		(b)	
		Yes	No	A	mour	nt
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of					
а	Volunteers?		Νo			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	Yes				
c	Media advertisements?		Νo			
d	Mailings to members, legislators, or the public?	Yes				0
e	Publications, or published or broadcast statements?		Νo			
f	Grants to other organizations for lobbying purposes?		Νo			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes				202
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		Νo			
i	Other activities? If "Yes," describe in Part IV		Νo			
j	Total lines 1c through 1i					202
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		Νo			
b	If "Yes," enter the amount of any tax incurred under section 4912					
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912					
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?					
Par	t III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(6).	5 01 (c)(5), c	r se	ectio	n
			_		Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?			1		
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?			2		
3	Did the organization agree to carryover lobbying and political expenditures from the prior year?			3		
	t III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered "No" OR if Part I answered "Yes".	II-À,			ctio	n
1	Dues, assessments and similar amounts from members	1				
2	Section 162(e) non-deductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).					
а	Current year	2a				
Ь	Carryover from last year	2b				
С	Total	2c				
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3				
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4				
5	Taxable amount of lobbying and political expenditures (see instructions)	5				
	rt IV Supplemental Information					

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

Ident if ier Return Reference Explanation DLN: 93493073006222

OMB No 1545-0047

Open to Public

SCHEDULE D (Form 990)

Department of the Treasury

Supplemental Financial Statements

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

Inspection Internal Revenue Service ► Attach to Form 990. ► See separate instructions. Employer identification number Name of the organization

GUSTANA COLLEGE						
			36-216	56962		
		dvised Funds or Other Similar	Funds or	Accounts	. Comple	te ıf th
organization	answered "Yes" to Form 99		413			
	_	(a) Donor advised funds	(b)	Funds and of	ther accou	nts
Total number at end o	·					
Aggregate contribution	, -, ,					
Aggregate grants from	m (during year)					
Aggregate value at e	nd of year					
		isors in writing that the assets held in o organization's exclusive legal control?		t	☐ Yes	□No
_	ble purposes and not for the ber	donor advisors in writing that grant fun nefit of the donor or donor advisor, or fo	•	urpose	┌ Yes	┌ No
	•	ıf the organization answered "Yes	" to Form 9	90. Part IV	'. line 7.	
Preservation of I Protection of nat Preservation of o Complete lines 2a-2	and for public use (e g , recreat cural habitat open space d if the organization held a qual	rganization (check all that apply) ion or pleasure) Preservation of Preservation of	a certified h	istoric struct	•	a
easement on the last	day of the tax year					.,
Total number of sone				Held at the	End of the	Year
Total number of cons			2a			
_	ted by conservation easements		2b			
	ion easements on a certified his	• •	2c			
Number of conservat	ion easements included in (c) a	cquired after 8/17/06	2d			
the taxable year -	•	erred, released, extinguished, or termin	ated by the C	rganization (auring	
Number of states who	ere property subject to conserv	ation easement is located ►				
	n have a written policy regardin onservation easements it holds	g the periodic monitoring, inspection, h ?	andling of vio	olations, and	☐ Yes	□No
Staff and volunteer h	ours devoted to monitoring, ins	pecting and enforcing conservation eas	ements durir	ng the year 🕨	-	
A mount of expenses	incurred in monitoring, inspecti	ng, and enforcing conservation easeme	nts during th	ıe year 🟲 🖇 🗕		
Does each conservation 170(h)(4)(B)(ı) and 1	•	2(d) above satisfy the requirements of s	section		☐ Yes	┌ No
balance sheet, and ir		onservation easements in its revenue a the footnote to the organization's financ ments				
		ons of Art, Historical Treasure: "Yes" to Form 990, Part IV, line 8.	s, or Othe	r Similar <i>I</i>	Assets.	
art, historical treasu	res, or other sımılar assets held	5 116, not to report in its revenue state I for public exhibition, education or rese nancial statements that describes thes	arch in furth			≘,
historical treasures,	• •	5 116, to report in its revenue statemer public exhibition, education, or researcs			•	
(i) Revenues include	ed in Form 990, Part VIII, line 1			► \$	3,5	26,23
(ii) Assets included	ın Form 990. Part X				10,0	
If the organization re	,	orical treasures, or other similar assets S 116 relating to these items	s for financia	. 4		
Revenues included in	n Form 990, Part VIII, line 1			► \$		
veseures incinnen il	rroini 550, Fait VIII, IIIle I			- →		

Assets included in Form 990, Part X

Part	Organizations Maintaining Co	llections of Art,	, Histo	rical Tre	easures, o	r Othe	er Similar As	sets (co	ontinued)
3	Using the organization's accession and other items (check all that apply)	records, check any	of the	following th	at are a sıgnı	ficant	use of its collect	ion	
а	Public exhibition		d [Loan o	r exchange pr	ogram	s		
b	Scholarly research		e [Other	EDUCATION	I			
c	Preservation for future generations								
4	Provide a description of the organization's co Part XIV	llections and explai	n how t	hey further	the organizat	:ion's e	xempt purpose i	n	
5	During the year, did the organization solicit o assets to be sold to raise funds rather than t							Yes	√ No
Par	Part IV, line 9, or reported an am					ered "`	Yes" to Form 9	90,	
1a	Is the organization an agent, trustee, custod included on Form 990, Part X?	ian or other interme	diary fo	r contributi	ons or other	assets		Yes	┌ No
b	If "Yes," explain the arrangement in Part XIV	and complete the f	following	g table					
							An	ount	
с	Beginning balance					1c			
d	Additions during the year					1d			
е	Distributions during the year					1e			
f	Ending balance					1f			
2a	Did the organization include an amount on Fo	rm 990, Part X, line	217					Yes	∏ No
	If "Yes," explain the arrangement in Part XIV								
Pa	rt V Endowment Funds. Complete i						rt IV, line 10. (d)Three Years	T	
		(a)Current Year	(b) Pr	or Year	(c)Two Years		Back	(e)Four Y	ears Back
1a	Beginning of year balance	102,260,963		91,291,579	•	33,483			
b	Contributions	2,492,244		5,511,036	· ·	81,828			
С	Investment earnings or losses	22,010,712		10,282,577		62,476			
d	Grants or scholarships	2,856,600		2,752,868	•	83,797			
е	Other expenditures for facilities and programs	2,239,097		2,071,361	2,9	77,459			
f	Administrative expenses	0		0		0			
g	End of year balance	121,668,222		102,260,963	91,2	91,579			
2	Provide the estimated percentage of the year	end balance held a	S						
а	Board designated or quasi-endowment 🕨	47 000 %							
b	Permanent endowment 🕨 53 000 %								
c	Term endowment ► 0 %								
3a	Are there endowment funds not in the posses	sion of the organiza	ition tha	it are held	and administe	ered fo	r the		
	organization by (i) unrelated organizations						3-/	Yes	No
	• • • • • • • • • • • • • • • • • • • •						3a(No No
ь	(ii) related organizations			edule R?		٠	3t	_	110
4	Describe in Part XIV the intended uses of the							<u> </u>	<u> </u>
Par	t VI Investments—Land, Buildings	, and Equipmen	nt. See	Form 99	0, Part X, lı	ne 10.	1		
	Description of investment			(a) Cost or obasis (investr			(c) Accumulated depreciation	(d) Boo	ok value
1a	Land			5,24	0,908				5,240,908
ь	Buildings		.	139,25	6,849		95,531,714	4	3,725,135
c	Leasehold improvements		.	9,46	7,832				9,467,832
d	Equipment		.	27,52	0,320			2	7,520,320
	Othor				7 205			+	1 027 205

Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) .

87,781,590

(a) Description of security or category			d of valuation
(including name of security)	(b)Book value		- year market value
(1)Financial derivatives			
(2)Closely-held equity interests			
Other			
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)			
Part VIII Investments—Program Related. See		<u>.</u> 13.	
(a) Description of investment type	(b) Book value	(c) Metho	d of valuation
		Cost or end-of	-year market value
(1) EQUITY MUTUAL FUNDS	93,263,090		<u>F</u>
(2) FIXED INCOME MUTUAL FUNDS (3) MARKETABLE EQUITIES SECURITIES	31,103,843		F F
(3) MARKETABLE EQUITIES SECORITIES	47,900		Γ
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)	,,		
Part IX Other Assets. See Form 990, Part X, III (a) Descrip			(b) Book value
(1) CASH SURRENDER VALUE OF LIFE INSURANCE	7.1011		1,047,869
(2) BOND ISSUANCE COSTS			1,081,425
(3) ART COLLECTION			10,010,142
(4) DEPOSITS HELD BY BOND TRUSTEE			3,550,533
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1	5.)		15,689,969
Part X Other Liabilities. See Form 990, Part X			
1 (a) Description of Liability	(b) A mount		
Federal Income Taxes	0		
POST EMPLOYMENT OBLIGATIONS	5,714		
STUDENT DEPOSITS LEASES PAYABLE	792,160 319,112		
US GOVERNMENT PAYABLE	3,253,063		
ANNUITY PAYABLE	1,807,548		
CONDITIONAL ASSET RETIREMENT	2,448,104		
Total. (Column (b) should equal Form 990, Part X, col (B) line 25)	8,625,701		

	t XI Reconciliation of C	Change in Net Assets from For	m <u>990</u> to Fi	nancial Stateme	nts	Page 4
1	Total revenue (Form 990, Part				1	122,602,997
2	Total expenses (Form 990, Pa				2	103,311,217
3	Excess or (deficit) for the year				3	19,291,780
4	Net unrealized gains (losses) o	on investments			4	19,465,582
5	Donated services and use of fa	icilities			5	
6	Investment expenses				6	
7	Prior period adjustments				7	
8	Other (Describe in Part XIV)				8	0
9	Total adjustments (net) Add Ii	nes 4 - 8			9	19,465,582
10	• , ,	per financial statements. Combine line	s 3 and 9		10	38,757,362
Par		devenue per Audited Financia		s With Revenue p	er R	eturn
L	Total revenue, gains, and othe	er support per audited financial statem	ents		1	105,698,039
2	A mounts included on line 1 bi	ut not on Form 990, Part VIII, line 12				
а	Net unrealized gains on inves	tments	. 2a	19,465,582		
b	Donated services and use of f	acılıtıes	. 2b			
c	Recoveries of prior year grant	s	. 2c			
d	Other (Describe in Part XIV)		2d	-36,370,540		
e	Add lines 2a through 2d .				2e	-16,904,958
3	Subtract line ${f 2e}$ from line ${f 1}$.				3	122,602,997
1	A mounts included on Form 99	0, Part VIII, line 12, but not on line 1				
а	Investment expenses not inc	luded on Form 990, Part VIII, line 7b	. 4a			
b	Other (Describe in Part XIV)		. 4b	0		
c	Add lines 4a and 4b				4c	0
5		ıd 4c. (Thıs should equal Form 990, Pa			5	122,602,997
		xpenses per Audited Financia	I Statemen	ts With Expenses	per	
L	Total expenses and losses pe	r audited financial			1	66,940,677
2		it not on Form 990, Part IX, line 25			<u> </u>	
a		acilities	2a			
b	Prior year adjustments		2b		1	
c	Other losses		. 2c		1	
d	Other (Describe in Part XIV)		2d	0	1	
e	Add lines 2a through 2d				2e	0
3	Subtract line 2e from line 1 .				3	66,940,677
4	A mounts included on Form 99	0, Part IX, line 25, but not on line 1:				
а	Investment expenses not incl	uded on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)		4b	36,370,540	1	
с	Add lines 4a and 4b				4c	36,370,540
5	Total expenses Add lines 3 a	nd 4c. (This should equal Form 990, Pa	art I, line 18)		5	103,311,217
Pai	t XIV Supplemental In	formation				
	Talant if ian	Deturn Deference	1	Evelenat		
	Ident if ier ctions of art - description of	Return Reference Schedule D, Part III, Line 4		Explanat E RECORDS THE AR	TCOL	
			FINANCIALS	E RECORDS THE AR STATEMENTS THE A	T COL	DLLECTION
	ctions of art - description of		FINANCIAL S CONSISTS O	E RECORDS THE AR	T COL RT CO	DLLECTION RICAL TREASURES
olle	ctions of art - description of ctions	Schedule D, Part III, Line 4	FINANCIALS CONSISTS O OR SIMILAR EXHIBITION	E RECORDS THE AR STATEMENTS THE A F WORKS OF ART, H ASSETS THAT ARE I , EDUCATION OR RE	T COL RT CO ISTOF HELD I	DLLECTION RICAL TREASURES FOR PUBLIC CH
olle	ctions of art - description of		FINANCIALS CONSISTS O OR SIMILAR EXHIBITION THE ENDOW	E RECORDS THE ARSTATEMENTS THE ASTATEMENTS THE ASSETS THAT ARE FOR ASSETS THAT ARE FOR ASSETS TRIMARY PURENTS PRIMARY PURENTS	T COL RT CO ISTOF HELD I SEAR	DLLECTION RICAL TREASURES FOR PUBLIC CH E IS TO PROVIDE
olle	ctions of art - description of ctions	Schedule D, Part III, Line 4	FINANCIALS CONSISTS O OR SIMILAR EXHIBITION THE ENDOW SUPPORT TO OPERATING	E RECORDS THE ARESTATEMENTS THE ASTATEMENTS THAT ARE FOUCATION OR REMENTS' PRIMARY PURENTS' PURENTS' PRIMARY PURENTS'	T COL RT CO ISTOF HELD I SEAR RPOS COLL NT SC	CLLECTION RICAL TREASURES FOR PUBLIC CH E IS TO PROVIDE LEGE'S GENERAL CHOLARSHIPS AND
olle	ctions of art - description of ctions	Schedule D, Part III, Line 4	FINANCIALS CONSISTS O OR SIMILAR EXHIBITION THE ENDOW SUPPORT TO OPERATING AWARDS, AN	E RECORDS THE ARESTATEMENTS THE ASTATEMENTS THAT ARE FOUCATION OR REMENTS PRIMARY PUR BOTH AUGUSTANA BUDGET, TO STUDE D TO SUPPORT FAC	T COL RT CO ISTOF HELD I SEAR RPOS COLL NT SC	CLLECTION RICAL TREASURES FOR PUBLIC CH E IS TO PROVIDE LEGE'S GENERAL CHOLARSHIPS AND
nten	ctions of art - description of ctions ded uses of endowment funds	Schedule D, Part III, Line 4 Schedule D, Part V, Line 4	FINANCIALS CONSISTS O OR SIMILAR EXHIBITION THE ENDOW SUPPORT TO OPERATING AWARDS, AN PROFESSOR	E RECORDS THE ARESTATEMENTS THE ARESTATEMENTS THE ARESTATEMENT ARESTATEMENTS PRIMARY PURBOTH AUGUSTANA BUDGET, TO STUDE D TO SUPPORT FACESHIPS	T COL RT CO ISTOF HELD I SSEAR RPOS COLL NT SC ULTY	DLLECTION RICAL TREASURES FOR PUBLIC CH E IS TO PROVIDE LEGE'S GENERAL CHOLARSHIPS AND CHAIRS AND
nten	ctions of art - description of ctions	Schedule D, Part III, Line 4	FINANCIALS CONSISTS O OR SIMILAR EXHIBITION THE ENDOW SUPPORT TO OPERATING AWARDS, AN PROFESSOR ANNUAL CO A FORM 990	E RECORDS THE ARESTATEMENTS THE ARESTATEMENTS THE AREST OF ART, HE ASSETS THAT ARE PORTION OR REMEMBER OF AUGUSTANA BUDGET, TO STUDE DE TO SUPPORT FACESHIPS RPORATION TAX FILE (RETURN OF ORGAN	T COL RT CO ISTOF HELD I SEAR RPOS COLL NT SC ULTY	CLLECTION RICAL TREASURES FOR PUBLIC CH E IS TO PROVIDE LEGE'S GENERAL CHOLARSHIPS AND CHAIRS AND THE COLLEGE FILES
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SCHOLARSHIPS - -36305902, INVESTMENT EXPENSE - -

SCHOLARSHIPS - 36305902, INVESTMENT EXPENSE -

Other revenues in audited financial

Other expenses in form 990 not in

statements not in form 990

audited financial statements

Schedule D, Part XII, Line 2d

Schedule D, Part XIII, Line 4b

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As Filed Data -

DLN: 93493073006222

OMB No 1545-0047

2010

Open to Public

SCHEDULE E

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service ►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.

Schools

Name of the organization AUGUSTANA COLLEGE

Employer identification number

	36-2166962			
Pai	tI		YES	NO
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?	1	Yes	
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?	2	Yes	
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	3		Νo
	Does the organization maintain the following?			
	Records indicating the racial composition of the student body, faculty, and administrative staff?	4a	Yes	
b	Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	4b	Yes	
c	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	4c	Yes	
d	Copies of all material used by the organization or on its behalf to solicit contributions?	4d	Yes	
	If you answered "No" to any of the above, please explain If you need more space, use Part II			
	Does the organization discriminate by race in any way with respect to Students' rights or privileges?	5a		Νο
b	Admissions policies?	5b		Νο
c	Employment of faculty or administrative staff?	5c		Νο
d	Scholarships or other financial assistance?	5d		Νο
e	Educational policies?	5e		Νo
f	Use of facilities?	5f		Νo
g	Athletic programs?	5g		Νo
h	Other extracurricular activities?	5h		Νo
	If you answered "Yes" to any of the above, please explain If you need more space, use Part II			
6a	Does the organization receive any financial aid or assistance from a governmental agency?	6a	Yes	
	Has the organization's right to such aid ever been revoked or suspended?	6b		Νo
7	If you answered "Yes" to either line 6a or line 6b, explain on Part II 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	7	Yes	

Part II 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)

ldentifier	Return Reference	Explanation
Financial aid or assistance from a governmental agency	Schedule E, Line 6a	FINANCIAL ASSISTANCE IS RECEIVED FROM THE STATE OF ILLINOIS AS FINANCIAL ASSISTANCE FOR NON-PUBLIC INSITUTIONS, AND FEDERALLY FUNDED STUDENT AID PROGRAMS INCLUDE COLLEGE WORK STUDY PROGRAM, STAFFORD LOAN PROGRAM, PELL GRANT PROGRAM, PERKINS LOAN PROGRAM, SUPPLEMENTAL EDUCATIONAL OPPORTUNITY GRANT PROGRAM, SMART GRANT PROGRAM, AND ACADEMIC GRANT PROGRAM

Schedule E (Form 990 or 990-EZ) 2010

efile GRAPHIC print - DO NOT PROCESS

As Filed Data -

DLN: 93493073006222

OMB No 1545-0047

2010

Open to Public **Inspection**

SCHEDULE F (Form 990)

Department of the Treasury Internal Revenue Service

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

Statement of Activities Outside the United States

▶ Attach to Form 990. ▶ See separate instructions.

Name of the organization AUGUSTANA COLLEGE

Employer identification number

					36-2166962	
Part	I General Information "Yes" to Form 990, Par			he United States. C	omplete if the organiz	ation answered
1 F	or grantmakers. Does the o	organization n	naıntaın record	Is to substantiate the	amount of the grants (or
as	ssistance, the grantees' elig	jibility for the	grants or assi	stance, and the selecti	on criteria used to awa	ard
	ne grants or assistance?					┌ Yes ┌ No
	or grant makers. Describe in Pa nited States	rt V the organiz	ation's procedu	res for monitoring the use	e of grant funds outside th	ne
3 A	ctivites per Region (Use Part \	V ıf addıtıonal s	pace is needed)		
	(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region or independent contractors	(d) Activities conducted in region (by type) (e.g., fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region/investments in region
P.A	AST ASIA AND THE ACIFIC	0	0	PROGRAM SERVICES	COURSE STUDY ABOARD	1,350,648
	UROPE (INCLUDING CELAND AND GREENLAND)	0			COURSE STUDY ABROAD	7,153
<u>C</u> .	ENTRAL AMERICA AND THE ARIBBEAN	0			COURSE STUDY ABROAD	63,267
	UROPE (INCLUDING CELAND AND GREENLAND)	0	0	FUNDRAISING		
_						
_						
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_						
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_						
	ub-total otal from continuation sheets					
	Part I					

c Totals (add lines 3a and 3b)

1,421,068

Part	Part IV, l	ine 15, for any					plete if the organiza received more than		
-	a) Name of rganization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) A mount of cash grant	(f) Manner of cash disbursement	(g) A mount of of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
2	Enter total nun tax-exempt by	nber of recipie the IRS, or fo	ent organizations lis or which the grante	ted above that are i e or counsel has pro	recognized as chari ovided a section 50:	ties by the foreign o 1(c)(3) equivalency	country, recognized letter	as . ►	
3	Enter total nun	nber of other	organizations or en	tities					· (Farm 000) 2010

Part III	Grants and Ot	her Assistance to	Individuals	Outside the Unit	ed States. Complete i	f the organization a	nswered "Yes" to Form !	990, Part IV, line 16.
	Use Part V if add	ditional space is ne	eded.		·			

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) A mount of cash grant	(e) Manner of cash disbursement	(f) A mount of non-cash	(g) Description of non-cash	(h) Method of valuation
					assistance	assistance	(book, FMV, appraisal, other)
			<u> </u>			1	
			<u>. </u>		!		
			<u>. </u>				
			<u> </u>		!		
			<u> </u>		!		
			<u> </u>		!		
			<u> </u>		!		
					!		
			1		,		

Part IV Foreign Forms

1	Was the organization a U.S. transferor of property to a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 926 (see instructions for Form 926)	Γ	Yes	<u> </u>	Νo
2	Did the organization have an interest in a foreign trust during the tax year? If "Yes," the organization may be required to file Form 3520 and/or Form 3520-A. (see instructions for Forms 3520 and 3520-A)	Γ	Yes	굣	Νo
3	Did the organization have an ownership interest in a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with respect to Certain Foreign Corporations. (see instructions for Form 5471)	Γ	Yes	<u>\</u>	Νo
4	Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? If "Yes," the organization may be required to file Form 8621, Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see instructions for Form 8621)	Γ	Yes	ᅜ	Νo
5	Did the organization have an ownership interest in a foreign partnership during the tax year? If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with respect to Certain Foreign Partnerships. (see instructions for Form 8865)	Г	Yes	ᅜ	Νo
6	Did the organization have any operations in or related to any boycotting countries during the tax year? If "Yes," the organization may be required to file Form 5713, International Boycott Report (see instructions for Form 5713).	Г	Yes	ত	Νo

Schedule F (Form 990) 2010

Additional Data

Software ID: 10000128

Software Version: v2010.1.0

EIN: 36-2166962

Name: AUGUSTANA COLLEGE

Schedule F (Form 990) 2010

Page **5**

Part V Supplemental Information

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

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As Filed Data -

DLN: 93493073006222

OMB No 1545-0047

SCHEDULE G (Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

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

Open to Public Inspection

Name of the organization AUGUSTANA COLLEGE

Department of the Treasury

Internal Revenue Service

Employer identification number

36-2166962

Part I	Fundraising	Activities. Co	mplete if the	organization	answered '	'Yes" to	Form 990.	Part IV.	line 17.
	. analanan	,	Impiece ii die	or garnzadori	ansmit	100 00	101111 220,	I WILLY,	1111C I

- Indicate whether the organization raised funds through any of the following activities. Check all that apply
- Mail solicitations e Solicitation of non-government grants
- f Solicitation of government grants ▼ Internet and e-mail solicitations
- Phone solicitations Special fundraising events
- ▼ In-person solicitations
- Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?

to be compensated at least \$5,000 by the organization. Form 990-EZ filers are not required to complete this table

If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is

(i) Name and address of ındıvıdual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) A mount paid to (or retained by) fundraiser listed in col (i)	(vi) A mount paid to (or retained by) organization	
		Yes	No				
WILSON BENNETT TECHNOLOGY INC 206 PLAZA BLVD STE C COBOT, AR 720230000	PHONE-A-THON			169,456	45,000	124,456	
Total							

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

All States

Pa	rt II	Fundraising Events. Commore than \$15,000 on Form								
			(a) Event #1	(b) Event #2	(c) O ther Events	(d) Total Events (Add col (a) through col (c))				
Ф			(event type)	(event type)	(total number)					
Revenue	1	Gross receipts								
Æ	2	Less Charitable contributions								
	3	Gross income (line 1 minus line 2)								
	4	Cash prizes								
۲n	5	Non-cash prizes								
i) L	6	Rent/facility costs								
Expenses	7	Food and beverages								
Direct I	8	Entertainment								
ā	9	Other direct expenses .								
	10	Direct expense summary Add lin	es 4 through 9 in colum	n (d)						
	11	Net income summary Combine li			.					
Par	t II	Gaming. Complete if the or \$15,000 on Form 990-EZ, lii		"Yes" to Form 990, Pa	rt IV, line 19, or repo	orted more than				
Revenue			(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) O ther gaming	(d) Total gaming (Add col (a) through col (c))				
	1	Gross revenue								
Ses	2	Cash prizes								
xpenses	3	Non-cash prizes								
ш	4	Rent/facility costs								
Direct	5	Other direct expenses								
	6	Volunteer labor	Γ Yes % Γ No	┌ Yes %	┌ Yes %					
	7	7 Direct expense summary Add lines 2 through 5 in column (d)								
	8	Net gaming income summary Com	bine lines 1 and 7 in col	umn (d)	<u> ▶</u>					
9		Enter the state(s) in which the organization operates gaming activities								
а	Is the organization licensed to operate gaming activities in each of these states?									
Ь	If"	No," Explain								
10a b		re any of the organization's gaming Yes," Explain			the tax year?	· · Yes No				
•		, =xp:siii								

11	Does the organization operate ga	aming activities with nonmembers?		Г үе	s Γ_{No}
12	Is the organization a grantor, be	neficiary or trustee of a trust or a mer	nber of a partnership or other entity		
	formed to administer charitable (jaming?		Г _{Yе}	s Γ_{No}
13	Indicate the percentage of gamin	ng activity operated in			
а	The organization's facility			1	
b	An outside facility			,	
14	Provide the name and address or records	f the person who prepares the organız	ation's gaming/special events books and	d	
	Name 🟲				
	Address 🟲				
15a		ntract with a third party from whom th		_	_
					s No
ь		ning revenue received by the organizated by the third party 🟲 \$	ation > \$ and the		
c	If "Yes," enter name and address	5			
	Name 🟲				
	Address 🟲				
16	Gaming manager information				
	Name 🟲				
	Gaming manager compensation l	* \$			
	Description of services provided	>			
	Director/officer	Employee	Independent contractor		
17	Mandatory distributions				
а		er state law to make charitable distrib		_	_
p.				· Ye	s No
D		required under state law distributed activities during the tax year - \$	to other exempt organizations or spent		
Par		<u>-</u>	r responses to question on Schedul	e G (see	
	Identifier	ReturnReference	Explanation		

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(Form 990)

Schedule I

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.

OMB No 1545-0047

DLN: 93493073006222

Department of the Treasury ► Attach to Form 990 **Inspection** Internal Revenue Service Employer identification number Name of the organization AUGUSTANA COLLEGE 36-2166962 Part I General Information on Grants and Assistance Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States 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 1 (a) Name and address of **(b)** EIN (c) IRC Code (d) A mount of cash (e) A mount of non-(f) Method of (a) Description of (h) Purpose of grant organization section grant valuation non-cash assistance or assistance cash or government ıf applıcable assistance (book, FMV, appraisal, other)

orm 990, Part IV, line 22.	(f)Description of non-cash assistance				
States. Complete if the organization answered "Yes" to Form 990, Part IV, line 22.	(e)Method of valuation (book, FMV, appraisal, other)				
. Complete if the organ	(d)A mount of non-cash assistance				
in the United States s needed.	(c)A mount of cash grant				
n ce to Individuals) if additional space i	(b) Number of recipients				
Partiii Grants and Other Assistance to Individuals in the United Use Schedule I-1 (Form 990) if additional space is needed.	(a)Type of grant or assistance	See Additional Data Table			

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

Part IV	Suppleme	ental Information. Complete	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
Procedures for mo use of grant funds	r monitoring inds	Procedures for monitoring Schedule I, Part I, Line 2 use of grant funds	THE INSTITUTION AWARDS BOTH NEED BASED AND MERIT BASED FUNDS AND ARE DISTRIBUTED IN A FAIR AND EQUITABLE BASIS FUNDS ARE AWARDED BASED ON THE INSTITUTIONS PACKAGING POLICIES AND AWARDING CRITERIA STUDENTS MUST COMPLETE THE FREE APPLICATION FOR FEDERAL STUDENT AID (FAFSA) ON A YEARLY BASIS TO APPLY FOR NEED BASED INSTITUTIONAL ASSISTANCE THE FAFSA RESULTS ARE USED TO DETERMINE ELIGIBILITY FOR NEED BASED AWARDS BASED ON THE ESTABLISHED INSTITUTIONS PACKAGING POLICIES SPECIAL CIRCUMSTANCES MAY BE CONSIDERED WHEN AWARDING NEED-BASED FUNDS AND ARE CONSIDERED ON AN INDIVIDUAL BASIS STUDENT RECORDS/FILES ARE KEPT FOR 5 YEARS FROM THE DATE OF
			LAST ENROLLMENTFILES WILL INCLUDE FAFSA'S AND ALL SUPPORTING DOCUMENTATION FOR DETERMINING ELIGIBILITY

Software ID: 10000128

Software Version: v2010.1.0
EIN: 36-2166962
Name: AUGUSTANA COLLEGE

Form 990, Schedule I, Part III, Grants and Other Assistance to In	ts and Other As	sistance to Individ	dividuals in the United States	States	
(a)Type of grant or assistance	(b)Number of recipients	(c)A mount of cash grant	(d)A mount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
HONORS SCHOLARSHIP	1652	11,969,279			
AUGUSTANA GRANT	867	3,717,463			
SEO G GRANT	58	93,424			
TUITION EXCHANGE	31	823,191			
FAMILY ALLOWANCE	2	4,000			
PRESIDENTIAL SCHOLARSHIPS	696	13,820,313			
MERIT BASED SCHOLARSHIPS	541	965,599			
ALUMNI SCHOLARSHIPS	171	163,140			
OTHER SCHOLARSHIPS	1005	586,863			
AUGUSTANA INDEPENDENT 529	1	6,122			
YELLOW RIBBON SCHOLARSHIPS	4	21,356			
SEOG	370	279,673			
ENDO WED SCHOLARSHIPS	832	2,856,600			
ANNUAL SCHOLARSHIP	81	331,039			
FREISTAT INT'S STUDIES	24	26,550			
MINORITY SCHOLARSHIP	183	641,290			

Compensation Information

DLN: 93493073006222

OMB No 1545-0047

Schedule J (Form 990)

Department of the Treasury

Name of the organization

Internal Revenue Service

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.

Open to Public Inspection **Employer identification number**

AUG	GUSTANA COLLEGE				
		36-216	6962		
Pa	rt I Questions Regarding Compensation	·			
				Yes	No
1a	Check the appropriate box(es) if the organization provides 990, Part VII, Section A, line 1a Complete Part III to				
	First-class or charter travel	✓ Housing allowance or residence for persona			
	Travel for companions	Payments for business use of personal resid			
	Tax idemnification and gross-up payments	Health or social club dues or initiation fees			
	Discretionary spending account	Personal services (e.g., maid, chauffeur, che	ef)		
	, ,	,	,		
b	If any of the boxes in line 1a are checked, did the orga reimbursement orprovision of all the expenses describ		or 1b	Yes	
2	Did the organization require substantiation prior to reii	mbursing or allowing expenses incurred by all			
	officers, directors, trustees, and the CEO/Executive D	irector, regarding the items checked in line 1a?	2	Yes	
3	Indicate which, if any, of the following the organization organization's CEO/Executive Director Check all that	·			
	Compensation committee	Written employment contract			
	Independent compensation consultant	Compensation survey or study			
	Form 990 of other organizations	Approval by the board or compensation con	nmittee		
4	During the year, did any person listed in Form 990, Pa or a related organization	rt VII, Section A , line 1a with respect to the filing	organization		
а	Receive a severance payment or change-of-control pa	yment from the organization or a related organizat	ion? 4a		No
ь	Participate in, or receive payment from, a supplementa	al nonqualified retirement plan?	4b	Yes	
С	Participate in, or receive payment from, an equity-base	ed compensation arrangement?	4c		Νο
	If "Yes" to any of lines 4a-c, list the persons and prov		ːI		
	Only 501(c)(3) and 501(c)(4) organizations only must	complete lines 5-9.			
5	For persons listed in form 990, Part VII, Section A, lincompensation contingent on the revenues of	e 1a, did the organization pay or accrue any			
а	The organization?		5a		No
ь	Any related organization?		5b		Νo
	If "Yes," to line 5a or 5b, describe in Part III				
6	For persons listed in form 990, Part VII, Section A, lin	e 1a, did the organization pay or accrue any			
	compensation contingent on the net earnings of				
а	The organization?		6a		Νo
b	Any related organization?		6b		Νo
	If "Yes," to line 6a or 6b, describe in Part III				
7	For persons listed in Form 990, Part VII, Section A, line payments not described in lines 5 and 6? If "Yes," des		7		No
8	Were any amounts reported in Form 990, Part VII, pai	•			
	subject to the initial contract exception described in R	egs section 53 4958-4(a)(3)? If "Yes," describe			
	ın Part III		8		Νo
9	If "Yes" to line 8, did the organization also follow the resection 53,4958-6(c)?	ebuttable presumption procedure described in Reg	ulations		

Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed. Part II

For each individual whose compensation must be reported in Schedule J, report compensation from the organizations described in the instructions 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

0 me (E) am (B)(i)-(iii) mist equal the applicable column (D)

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(A) Name		(B) Breakdown of V	(B) Breakdown of W-2 and/or 1099-MISC	SC compensation	(c) Retirement and	able	(E) Total of columns	(F) Compensation
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(I)-(D)	reported in prior Form 990 or Form 990-EZ
(1) ELLEN HAY	ΞΞ	131,438	0	0 0	0	42,334	173,772 0	0
(2) ALBERT DESIMONE	ΞΞ	129,086	00	0	00	38,620	167,706	0
(3) EVELYN CAMPBELL	ΞΞ	134,348	0	0	0 0	52,000	186,348	0
(4) KENT BARNDS	(E)	160,581	0	0	0	42,763	203,344	0
(5) LYNN JACKSON	(I)	165,930	0	0 0	0	38,859	204,789	0
(6) PAUL PEARSON	(I)	176,460	0	0	0	48,275	224,735 0	0
(7) STEVEN BAHLS	(E)	306,840	0	0	16,500	124,138	447,478	0
(8) PETER KIVISTO	(E)	101,321	0	0	0	55,577 0	156,898	0
(6)								
(10)								
(11)								
(12)								
(13)								
(14)								
(15)								
(16)								

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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
Housing allowance or residence for personal use	Schedule J, Part I, Line 1a	Schedule J, STEVEN BAHLS - TERMS OF EMPLYMENT CONTRACT STATES THAT AN ON CAMPUS HOME WILL BE PROVIDED AND HE IS REQUIRED TO RESIDE IN Part I, Line 1a SAID HOME - NON TAXABLE
Supplemental nonqualified retirement plan		Schedule J, STEVEN BAHLS \$16,500 Part I, Line 4b

Schedule J (Form 990) 2010

Schedule K (Form 990)

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.

OMB No 1545-0047

DLN: 93493073006222

Inspection

Internal Revenue Service Name of the organization AUGUSTANA COLLEGE

Part I Bond Issues

Department of the Treasury

Employer identification number

(h) O n

36-2166962

2010

No

Χ

Χ

Yes

Χ

Χ

	(a) Issuer Name	(b) Issuer EIN	(c) CUSIP#	(d) Date Issued	(e) Issue Price	(f)) Description of Purpose	(g) De	feased	Beh	alf of suer		Pool ncing
								Yes	No	Yes	No	Yes	No
A	ILLINOIS FINANCE AUTHORITY	52-1297563	NONENONEN	02-13-2003	36,370,000		IND SERIES 1997 AND ES 1998	x		х			Х
В	ILLINOIS FINANCE AUTHORITY	52-1297563	4520014E7	02-13-2003	7,090,000	RENC	STRUCTION AND DVATION OF ATHLETIC LITIES		х		х		Х
С	ILLINOIS FINANCE AUTHORITY	52-1297563	NONENONEN	06-28-2007	5,000,000	APAR	STRUCT NEW RTMENTS AND DVATE RES HALLS		х		x		Х
D	QUAD CITIES REGIONAL DEVELOPMENT AUTHORITY	36-3580390	74731RAB7	10-13-2005	15,000,000		STRUCT NEW RES HALLS RENOVATIONS	5	х		X		Х
_													
۰.													
12	art II Proceeds				Α		В		С		1		
1	A mount of bonds retired					0				0			0
	A mount of bonds legally defea	sed				0	0			0	 		0
3	Total proceeds of issue			36,370	0,000	7,090,000		5,0	00,000		15,	000,000	
4	Gross proceeds in reserve funds				3,205			<u> </u>	0		<u> </u>	0	
5	Capitalized interest from proceeds				0	0			0			0	
6	Proceeds in refunding escrow		4,559	9,397	0	0				0			
7	Issuance costs from proceeds		569	69,222 90,000		100,00		00,000	300,000				
8	Credit enhancement from proceeds			0 0				0			0		
9	Working capital expenditures f	from proceeds				0	0			0			0
10	Capital expenditures from prod	ceeds			37,325	5,827	7,000,000		4,9	00,000		14,	700,000
11	Other spent proceeds					0	0			0			0
12	Other unspent proceeds					0	0			0			0
					1								

alloc	ation of pro	ceeds?	
Part III	Private	Business	Use

Year of substantial completion

13

15

16

17

			4		В		С	I	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?		Х		Х		х		Х
2	Are there any lease arrangements that may result in private business use of bond-financed property?		X		X		×		X

Were the bonds issued as part of a current refunding issue?

Has the final allocation of proceeds been made?

Were the bonds issued as part of an advance refunding issue?

Does the organization maintain adequate books and records to support the final

1998

Yes

Χ

Χ

Х

Х

2004

No

Χ

Χ

Yes

Χ

Χ

2008

No

Χ

Х

Yes

Χ

Χ

Part III Private Business Use (Continued)

			A	ı	В	(С	ı	D
		Yes	No	Yes	No	Yes	No	Yes	No
За	Are there any management or service contracts that may result in private business use?		х		×		×		×
b	Are there any research agreements that may result in private business use of bond-financed property?		x		×		×		×
С	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?		х		x		х		x
4	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 %		0 %		0 %		0 %
5	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 %		0 %		0 %		0 %
5	Total of lines 4 and 5		0 %		0 %		0 %		0 %
7	Has the organization adopted management practices and procedures to ensure the post-issuance compliance of its tax-exempt bond liabilities?	Х		х		×		х	

Part IV Arbitrage

		Α		В		С		D	
		Yes	No	Yes	No	Yes	No	Yes	No
1	Has a Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate, been filed with respect to the bond issue?	х		Х		х		х	
2	Is the bond issue a variable rate issue?		X	X			X	X	
3a	Has the organization or the governmental issuer entered into a hedge with respect to the bond issue?		x		×		×		x
ь	Name of provider								
c	Term of hedge		0 0				0 0		0 0
d	Was the hedge superintegrated?								
e	Was a hedge terminated?								
4a	Were gross proceeds invested in a GIC?		Х		Х		Х		Х
ь	Name of provider								
С	Term of GIC		0 0				0 0		0 0
d	Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?								
5	Were any gross proceeds invested beyond an available temporary period?		х		х		х		х
6	Did the bond issue qualify for an exception to rebate?		x		×		x		х

Part V Supplemental Information

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

Ident if ier	Return Reference	Explanat ion

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Schedule K (Form 990)

Supplemental Information on Tax Exempt Bonds

DLN: 93493073006222 OMB No 1545-0047

Open to Public

Department of the Treasury Internal Revenue Service Name of the organization

▶ 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.

Inspection Employer identification number

4 U G	SUSTANA COLLEGE									36-216	6962			
Pa	rt I Bond Issues													
	(a) Issuer Name	(b) Issuer EIN	(c) CUSIP #	(d) Date Issued	(e) Issue Price	(f) [Description o	f Purpose	(g) De	feased	Beh)On alf of suer		Pool ncing
									Yes	No	Yes	No	Yes	No
Da	rt II Proceeds													
ГС	Floceeds				A			 В	С				D	
1	A mount of bonds retired													
2	A mount of bonds legally de	efeased												
3	Total proceeds of issue													
4	Gross proceeds in reserve	funds												
5	Capitalized interest from p	roceeds												
6	Proceeds in refunding esci	row												
7	Issuance costs from proce	eds												
8	Credit enhancement from p	proceeds												
9	Working capital expenditui	res from proceeds												
10	Capital expenditures from	proceeds												
11	Other spent proceeds													
12	Other unspent proceeds													
13	Year of substantial comple	tion					•		•			•		
					Yes	No	Yes	No	Yes	<u> </u>	No	Ye	es	No
14	Were the bonds issued as	part of a current refu	ındıng ıssue?											
15	Were the bonds issued as	part of an advance r	efunding issue?											
16	Has the final allocation of	proceeds been made	?											
17														
Par	t IIII Private Busines	s Use						•	<u>'</u>	'		<u>'</u>		
					A		t	В		C			D	
	Mary Mary and American			m II C milaska sa I	Yes	No	Yes	No	Yes	•	No	Ye	25	No
1	Was the organization a par property financed by tax-e	xempt bonds?												
2	Are there any lease arrang financed property?	gements that may re	sult in private busi	ness use of bond-										

			١	ı	В		С		ס
		Yes	No	Yes	No	Yes	No	Yes	No
3a	Are there any management or service contracts that may result in private business use?								
b	Are there any research agreements that may result in private business use of bond-financed property?								
С	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?								
4	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								
5	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								
6	Total of lines 4 and 5								
7	Has the organization adopted management practices and procedures to ensure the post-issuance compliance of its tax-exempt bond liabilities?								
Pai	t IV Arbitrage							-	

		_ ^		0		C			
		Yes	No	Yes	No	Yes	No	Yes	No
1	Has a Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate, been filed with respect to the bond issue?								
2	Is the bond issue a variable rate issue?								
3a	Has the organization or the governmental issuer entered into a hedge with respect to the bond issue?								
b	Name of provider						<u> </u>		
С	Term of hedge								
d	Was the hedge superintegrated?								
e	Was a hedge terminated?								
4a	Were gross proceeds invested in a GIC?								
b	Name of provider								
С	Term of GIC								
d	Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?								
5	Were any gross proceeds invested beyond an available temporary period?								
6	Did the bond issue qualify for an exception to rebate?								

Supplemental Information

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

Ident if ier	Return Reference	Explanation

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As Filed Data -

DLN: 93493073006222

LN. 93493073000222

OMB No 1545-0047

Schedule L

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Transactions with Interested Persons

► 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.

2010

Open to Public Inspection

AUGUSTANA COLLEGE								mployer i	dent if ica	tion numbe	er
								6-21669			
Part I Excess Benefit Trai										40h	
Complete if the organizat				m 990, F					Part V, I	line 40b (c) Cori	orrected
1 (a) Name of disq	ualıfıed	person			(b) Desc	rıptıon	of trans	action			No
										1.00	+
											+
											+
2 Enter the amount of tax impos	ed on t	he orga	nization man	aners or	disqualified nere	ons dur	ına the s	vear unde			
section 4958	• u on t							Þ	• \$		
3 Enter the amount of tax, If any	, on lin	e 2, abo	ve, reimburs	ed by th	e organization .			🕨	· \$		
Part II Loans to and/or I Complete if the organiz) Part IV line 26	or For	m 990-l	F7 Part V	line 38	а	
Complete il the organiz			1 103 0111	01111 3 3 0		, 01 1 011	11 3 3 0 1	(f)	, iiiic 50	<u> </u>	
(a) Name of interested person and		oan to om the	(c)0 rig	unal		(e) In Approved					
purpose	organı	zation?	principal		(d)Balance due	defau	It /	by boar		agreeme	nt?
	То	From				Yes	No	Yes	No	Yes	No
				▶ s							<u> </u>
Total					Persons.						
Complete if the orga						, line 2	27.				
(a) Name of interested pers	on	(en interested per	rson	(c) A n	nount of a	rant or t	ne of assig	stance
(a) Name of interested pers			ar	d the or	ganization		(0)////			, pc 01 u3313	- Turre c
						+					

Part TV Bus	iness Transact	tions Involving T	nterested Persons

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

Complete if the organization	m answered res on	101111 330, 1 arc 1 v , 111	10 200, 200, 01 20C.		
(a) Name of interested person	(b) Relationship between interested person and the	(c) A mount of transaction	(d) Description of transaction	(e) Sha organiz reven	atıon's
	organization			Yes	No

Part V Supplemental Information

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

xplanat ion
×

Schedule L (Form 990 or 990-EZ) 2010

Additional Data

Software ID: 10000128

Software Version: v2010.1.0

EIN: 36-2166962

Name: AUGUSTANA COLLEGE

Form 990, Schedule L, Part IV - Business Transactions Involving Interested Persons

(a) Name of Interested person	(b) Relationship between interested person and the	(c) A mount of transaction \$	(d) Description of transaction	organı	aring of zation's nues?
	organization			Yes	No
STEVE BAHLS	COLLEGE PRESIDENT	416,496	WIFE IS CONSULTANT TO THE COLLEGE, DAUGHTER IS A STUDENT		No
SUNDER SUBBAROYAN	BOARD OF DIRECTORS	0	BUSINESS RELATIONSHIP WITH BANK OWNED IN PART BY BOARD MEMBER DOUG HULTQUIST		No
DOUG HULTQUIST	BOARD OF DIRECTORS	0	DAUGHTER EMPLOYED BY COLLEGE, INTEREST IN QCR HOLDINGS AND QC BANK AND TRUST THAT PROVIDE BANKING SERVICE TO COLLEGE		No
PAULA ARNELL	BOARD OF DIRECTORS	0	SISTER EMPLOYED BY COLLEGE		No
TOM WEIGAND	BOARD OF DIRECTORS	0	SISTER EMPLOYED BY COLLEGE, NEPHEW ATTENDS COLLEGE		No
FRANZ HELPENSTELL	BOARD OF DIRECTORS	0	BUSINESS SUPPLIER TO COLLEGE		No
JULIE PETERS	STAFF MEMBER	16,645	PAYMENT PERSUANT TO EMPLOYMENT CONTRACT		No
AMY HULTQUIST	ADMINISTRATIVE MEMBER	31,305	PAYMENT PERSUANT TO EMPLOYMENT CONTRACT		No
JANE BAHLS	CONSULTANT	15,000	PAYMENT PERSUANT TO CONTRACT		No

DLN: 93493073006222

OMB No 1545-0047

SCHEDULE M (Form 990)

Department of the Treasury

Internal Revenue Service

NonCash Contributions

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

reported on Form 990, Part VIII, line

1g

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Name	of the	orgar	nızatıor
AUGUS 1	TANA CO	DLLEGE	

Employer identification number

amounts

7000317WY COLLEGE				36-2166962
Part I Types of Property				
	(a) Check if	(b) Number of Contributions or items	(c) Noncash contribution amounts	(d) Method of determining oncash contribution

contributed

applicable

1	Art—Works of art	Х	10	3,604,494	OPINIONS OF E	EXPERTS		
2	Art—Historical treasures							
3	Art—Fractional interests							
4	Books and publications							
5	Clothing and household							
good								
6	Cars and other vehicles .							
7	Boats and planes							
8	Intellectual property							
9	Securities—Publicly traded	Х	14	617,151	MARKET VALUE	:		
	Securities—Closely held			,				
11	Securities—Partnership, LLC, or trust interests							
12	Securities—Miscellaneous							
13	Q ualified conservation contribution—Historic							
	structures							
14	Qualified conservation contribution—Other							
15	Real estate—Residential .							
16	Real estate—Commercial							
17	Real estate—Other							
18	Collectibles							
19	Food inventory							_
20	Drugs and medical supplies							
21	Taxidermy							
22	Historical artifacts							
23	Scientific specimens							
	Archeological artifacts							
	Other ► (PIANO'S)	Х	2	23 255	OPINIONS OF E	XPERTS		
	Other ►()			20,200	OTTATORS OF E	ZAT ZIKTO		
	Other ►()							
	Other ► ()							
29	Number of Forms 8283 received by for which the organization complete	_			29			4
			,,		<u> </u>		Yes	No
30a	During the year, did the organizatio	n receiv	e by contribution any prope	rty reported in Part I. lines	1-28 that it		1.05	
	must hold for at least three years fr			• •				
	for exempt purposes for the entire h			on, and which is not require	a to be asea			No
_						30a		No
b	If "Yes," describe the arrangement	in Part 1	ΙΙ					
31	Does the organization have a gift a					31	Yes	
32a	Does the organization hire or use the contributions?	•	es or related organizations	to solicit, process, or sell i	non-cash	. 32a		No
b	If "Yes," describe in Part II							
33		venues i	n column (c) for a type of p	roperty for which column (a) is checked,			
	describe in Part II		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		,			
For P	rivacy Act and Paperwork Reduction Ac	t Notice.	see the Instructions for Form	n 990. Cat No 51227J	Sched	ule M (Fo	rm 990`	2010

Page 2

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

Schedule M (Form 990) 2010

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DLN: 93493073006222

OMB No 1545-0047

2010

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SCHEDULE O (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

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

Supplemental Information to Form 990 or 990-EZ

► Attach to Form 990 or 990-EZ.

Name of the organization AUGUSTANA COLLEGE

Employer identification number

36-2166962

ldentifier	Return Reference	Explanation
Description of other program services	Form 990, Part III, Line 4d	HIGHER EDUCATION STUDENT SERVICES - SERVES THE STUDENTCOMMUNITY BY PROVIDING REGISTRATION ASSISTANCE, COUNSELING, CAREER PLANNING, INTERNSHIPS, FINANCIAL ASSISTANCE, MULTICULTURAL PROGRAMMING, ORIENTATION AND ADVISING, INTRAMURAL SPORTS, AND OTHER RELATED PROGRAMS (2500 STUDENTS) HIGHER EDUCATION PUBLIC SERVICES - INCLUDES A CENTER FOR COMMUNICATIVE DISORDERS, ART PROGRAMS, ALUMNI PROGRAMS, COMMUNITY SERVICE AND A NATIONAL PUBLIC RADIO STATION SERVING THE STUDENTS AND COMMUNITY (2500 STUDENTS) HIGHER EDUCATION RESEARCH - SUPPORTS EXTENSIVE OPPORTUNITIES FOR STUDENTS AND FACULTY TO CONDUCT RESEARCH ON AND OFF CAMPUS (2500 STUDENTS)

ldentifier	Return Reference	Explanation
Family/business relationships amongst interested persons	Form 990, Part VI, Section A, Line 2	SUNDER SUBBAROYAN - BUSINESS RELATIONSHIP, DOUG HULTQUIST - BUSINESS RELATIONSHIP

ldentifier	Return Reference	Explanation
Review of form 990 by governing body	Form 990, Part VI, Section B, Line 11b	THE FORM 990 IS PROVIDED TO THE FULL BOARD OF TRUSTEES FOR REVIEW AND COMMENT VIA A SECURE WEBSITE PRIOR TO FILING, THE AUDIT COMMITTEE OF THE BOARD APPROVES THE FORM 990 BEFORE FILING

ldentifier	Return Reference	Explanation
Conflict of interest policy	Form 990, Part VI, Section B, Line 12c	THE COLLEGE HAS A CONFLICT OF INTEREST POLICY INCLUDED WITHIN ITS CODE OF CONDUCT WHICH IS DISTRIBUTED ONLINE TO ALL EMPLOYEES THIS CODE OF CONDUCT IS ALSO PRINTED AND DELIVERED TO EMPLOYEES THE CODE REQUIRES THAT CONFLICTS BE DISCLOSED TO AN EMPLOYEE'S SUPERVISOR, THE GENERAL COUNSEL, OR THE COLLEGE PRESIDENT ADDITIONALLY, ALL COLLEGE TRUSTEES RECEIVE AN ANNUAL CONFLICT OF INTEREST POLICY WHICH REQUIRES EACH TRUSTEE TO DISCLOSE ANY RELATIONSHIP THAT MIGHT CREATE A CONFLICT OF INTEREST THESE RESPONSES ARE REVIEWED BY THE GENERAL COUNSEL AND THE TRUSTEESHIP COMMITTEE, ANY POTENTIAL CONFLICTS WOULD ALSO BE REVIEWED BY THE AUDIT COMMITTEE AND EXECUTIVE COMMITTEE

ldentifier	Return Reference	Explanation
Process used to establish compensation of top management official	Form 990, Part VI, Section B, Line 15a	THE COMPENSATION COMMITTEE OF THE BOARD REVIEWS COMPENSATION FOR OFFICERS AND KEY EMPLOYEES ON AN ANNUAL BASIS AND INCORPORATES AVAILABLE COMPARABILITY DATA SUCH PROCESS IS DOCUMENTED IN THE MINUTES OF COMPENSATION COMMITTEE

ldentifier	Return Reference	Explanation
Process used to establish compensation of other officers/key employees	l ' '	THESE POSITIONS WERE LAST REVIEWED FOR SALARY YEAR ENDING AUGUST 31, 2011 COLLEGE PRESIDENT VICE PRESIDENT OF BUSINESS AND FINANCE VICE PRESIDENT OF ENROLLMENT COLLEGE CHAPLAIN VICE PRESIDENT AND DEAN OF STUDENT SERVICES VICE PRESIDENT OF ADVANCEMENT DEAN OF THE COLLEGE GENERAL COUNSEL

ldentifier	Return Reference	Explanation
Public Disclosure	Form 990, Part VI, Section C, Line 19	THE GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE AVAILABLE IN HARD COPY AND ELECTRONICALLY UPON REQUEST FROM THE PUBLIC