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Form **990**

Department of the Treasury  
Internal Revenue Service

# Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)  
▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

**2010**

Open to Public Inspection

**A** For the 2010 calendar year, or tax year beginning **07/01/10**, and ending **06/30/11**

<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>C</b> Name of organization <b>IRONWORKERS LOCAL 392</b>		<b>D</b> Employer identification number <b>37-0347315</b>
	Doing Business As		<b>E</b> Telephone number <b>618-874-0313</b>
	Number and street (or P O box if mail is not delivered to street address) <b>2995 KINGSHIGHWAY</b>	Room/suite	<b>G</b> Gross receipts \$ <b>3,484,801</b>
	City or town, state or country, and ZIP + 4 <b>EAST ST LOUIS IL 62201-2436</b>		
<b>F</b> Name and address of principal officer			<b>H(a)</b> Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <b>H(b)</b> Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions)

**I** Tax-exempt status:  501(c)(3)  501(c) ( **5** ) ◀ (insert no )  4947(a)(1) or  527

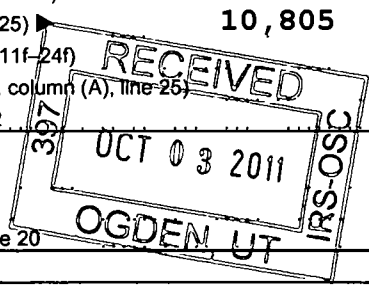
**J** Website: ▶ **N/A**

**H(c)** Group exemption number ▶

**K** Form of organization:  Corporation  Trust  Association  Other ▶ **L** Year of formation **M** State of legal domicile

### Part I Summary

<b>Activities &amp; Governance</b>	<b>1</b> Briefly describe the organization's mission or most significant activities <b>LABOR REPRESENTATION FOR MEMBERS &amp; THEIR MUTUAL BENEFIT</b>				
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets				
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)		<b>3</b>		
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)		<b>4</b>		
	<b>5</b> Total number of individuals employed in calendar year 2010 (Part V, line 2a)		<b>5</b>		
	<b>6</b> Total number of volunteers (estimate if necessary)		<b>6</b>		
	<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12		<b>7a</b>		
	<b>b</b> Net unrelated business taxable income from Form 990-T, line 34		<b>7b</b>	<b>0</b>	
	<b>Revenue</b>	<b>8</b> Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year	
		<b>9</b> Program service revenue (Part VIII, line 2g)	<b>3,351,667</b>	<b>2,758,307</b>	
<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)		<b>213,240</b>	<b>290,828</b>		
<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		<b>30,000</b>	<b>38,600</b>		
<b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		<b>3,594,907</b>	<b>3,087,735</b>		
<b>Expenses</b>		<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)			
	<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)	<b>664,547</b>	<b>669,205</b>		
	<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	<b>623,246</b>	<b>608,333</b>		
	<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)				
	<b>b</b> Total fundraising expenses (Part IX, column (D), line 25)	<b>10,805</b>			
	<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	<b>203,111</b>	<b>281,162</b>		
<b>Net Assets or Fund Balances</b>	<b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	<b>1,490,904</b>	<b>1,558,700</b>		
	<b>19</b> Revenue less expenses Subtract line 18 from line 12	<b>2,104,003</b>	<b>1,529,035</b>		
	<b>20</b> Total assets (Part X, line 16)	Beginning of Current Year	End of Year		
	<b>21</b> Total liabilities (Part X, line 26)	<b>7,754,624</b>	<b>9,285,386</b>		
<b>22</b> Net assets or fund balances Subtract line 21 from line 20	<b>989</b>	<b>2,716</b>			
		<b>7,753,635</b>	<b>9,282,670</b>		



### 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

<b>Sign Here</b>	<i>David Beard</i> Signature of officer	9-22-11 Date
	David Beard Type or print name and title	Financial Secretary

<b>Paid Preparer Use Only</b>	Print/Type preparer's name <b>Henry C. Siekmann</b>	Preparer's signature <i>H. C. Siekmann</i>	Date 9/22/11	Check <input type="checkbox"/> if PTIN self-employed P00100959
	Firm's name ▶ <b>Allison Knapp &amp; Siekmann, Ltd.</b>	Firm's EIN ▶ <b>37-1271856</b>		
	Firm's address ▶ <b>2810 Frank Scott Parkway West, Suite 704 Belleville, IL 62223</b>	Phone no <b>618-233-2641</b>		

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

**Part III Statement of Program Service Accomplishments**

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

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

**LABOR REPRESENTATION FOR MEMBERS & THEIR MUTUAL BENEFIT**

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

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

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

If "Yes," describe these changes on Schedule O.

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

**4a** (Code: ) (Expenses \$ **1,283,321** including grants of \$ ) (Revenue \$ )  
**EXPENSES RELATED TO MEMBER BENEFITS AND ASSESSEMENT WITH OTHER BODIES**

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

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

**4d** Other program services. (Describe in Schedule O.)  
(Expenses \$ including grants of \$ ) (Revenue \$ )  
**4e Total program service expenses** **1,283,321**

**Part IV Checklist of Required Schedules**

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A		<b>X</b>
2 Is the organization required to complete Schedule B, Schedule of Contributors? (see instructions)		<b>X</b>
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	<b>X</b>	
4 <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II		
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		<b>X</b>
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		<b>X</b>
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II		<b>X</b>
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		<b>X</b>
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		<b>X</b>
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		<b>X</b>
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	<b>X</b>	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII		<b>X</b>
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		<b>X</b>
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		<b>X</b>
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	<b>X</b>	
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		<b>X</b>
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII	<b>X</b>	
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		<b>X</b>
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		<b>X</b>
14a Did the organization maintain an office, employees, or agents outside of the United States?		<b>X</b>
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If "Yes," complete Schedule F, Parts I and IV		<b>X</b>
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 United States? If "Yes," complete Schedule F, Parts II and IV		<b>X</b>
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 United States? If "Yes," complete Schedule F, Parts III and IV		<b>X</b>
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)		<b>X</b>
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		<b>X</b>
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		<b>X</b>
20a Did the organization operate one or more hospitals? If "Yes," complete Schedule H		<b>X</b>
b If "Yes" to line 20a, did the organization attach its audited financial statements to this return? <b>Note.</b> Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)		
20b		

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

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

Yes  No

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with columns for question numbers (1a-14b), Yes, and No. Contains various questions regarding IRS filings, employee reporting, and organizational compliance.

**Part VI Governance, Management, and Disclosure** For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

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

**Section A. Governing Body and Management**

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year		
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?		<b>X</b>
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?		<b>X</b>
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		<b>X</b>
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		<b>X</b>
6	Does the organization have members or stockholders?		<b>X</b>
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		<b>X</b>
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		<b>X</b>
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	<b>X</b>	
b	Each committee with authority to act on behalf of the governing body?	<b>X</b>	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		<b>X</b>

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

		Yes	No
10a	Does the organization have local chapters, branches, or affiliates?		<b>X</b>
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?		
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?		<b>X</b>
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	<b>X</b>	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?		<b>X</b>
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done		<b>X</b>
13	Does the organization have a written whistleblower policy?		<b>X</b>
14	Does the organization have a written document retention and destruction policy?		<b>X</b>
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official		<b>X</b>
b	Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process in Schedule O (See instructions)	<b>X</b>	
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?		<b>X</b>
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?		

**Section C. Disclosure**

- 17 List the states with which a copy of this Form 990 is required to be filed **None**
- 18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.  
 Own website  Another's website  Upon request
- 19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: **David Beard** **2995 Kingshighway**  
**E St Louis** **IL 62201**

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

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

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

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) <b>DAVID BEARD</b> BUSINESS AGE	48.00			X			89,570	0	65,838	
(2) <b>JOHN HERRINGTON</b> VICE PRESIDE	48.00			X			89,311	0	65,762	
(3) <b>BILL LEONARD</b> PRESIDENT	48.00			X			89,311	0	65,762	
(4) <b>DAN O'SULLIVAN</b> BOARD	8.00			X			5,084	0	2,303	
(5) <b>KEITH HOHE</b> BOARD	16.00			X			3,727	0	1,689	
(6)										
(7)										
(8)										
(9)										
(10)										
(11)										
(12)										
(13)										
(14)										
(15)										
(16)										

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

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(17)										
(18)										
(19)										
(20)										
(21)										
(22)										
(23)										
(24)										
(25)										
(26)										
(27)										
(28)										
<b>1b Sub-total</b>							<b>277,003</b>		<b>201,354</b>	
<b>c Total from continuation sheets to Part VII, Section A</b>										
<b>d Total (add lines 1b and 1c)</b>							<b>277,003</b>		<b>201,354</b>	

**2** Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization **0**

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

**Section B. Independent Contractors**

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

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

**2** Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization **0**

**Part VIII Statement of Revenue**

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns				
	1b	Membership dues				
	1c	Fundraising events				
	1d	Related organizations				
	1e	Government grants (contributions)				
	1f	All other contributions, gifts, grants, and similar amounts not included above				
	g	Noncash contributions included in lines 1a-1f	\$			
	h	<b>Total.</b> Add lines 1a-1f				
Program Service Revenue	2a	<b>ASSESSMENTS</b>	2,414,176	2,414,176		
	b	<b>DUES</b>	313,743	313,743		
	c	<b>SCHOLARSHIP GOLF TOURN</b>	30,288	30,288		
	d	<b>FEES</b>	100	100		
	e					
	f	All other program service revenue				
	g	<b>Total.</b> Add lines 2a-2f		2,758,307		
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)	276,356	276,356		
	4	Income from investment of tax-exempt bond proceeds				
	5	Royalties				
	6a	(i) Real	38,600			
		(ii) Personal				
	b	Less rental exps				
	c	Rental inc or (loss)	38,600			
	d	<b>Net rental income or (loss)</b>		38,600		38,600
	7a	(i) Securities	411,538			
		(ii) Other				
	b	Less cost or other basis & sales exps	397,066			
	c	Gain or (loss)	14,472			
	d	<b>Net gain or (loss)</b>		14,472		14,472
	8a	Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	a			
b	Less. direct expenses	b				
c	<b>Net income or (loss) from fundraising events</b>					
9a	Gross income from gaming activities. See Part IV, line 19	a				
b	Less. direct expenses	b				
c	<b>Net income or (loss) from gaming activities</b>					
10a	Gross sales of inventory, less returns and allowances	a				
b	Less. cost of goods sold	b				
c	<b>Net income or (loss) from sales of inventory</b>					
Miscellaneous Revenue						
11a		Busn. Code				
	b					
	c					
	d	All other revenue				
	e	<b>Total.</b> Add lines 11a-11d				
12	<b>Total revenue.</b> See instructions		3,087,735	3,034,663	0	53,072

**Part IX Statement of Functional Expenses**

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21				
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4 Benefits paid to or for members	669,205	669,205		
5 Compensation of current officers, directors, trustees, and key employees	478,357	438,010	40,347	
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	51,229		51,229	
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	37,944		37,944	
9 Other employee benefits	13,229		13,229	
10 Payroll taxes	27,574	23,262	4,312	
11 Fees for services (non-employees):				
a Management				
b Legal	6,645		6,645	
c Accounting	10,620		10,620	
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees				
g Other				
12 Advertising and promotion	7,831	7,831		
13 Office expenses	14,895		14,895	
14 Information technology				
15 Royalties				
16 Occupancy	14,862		14,862	
17 Travel	22,954	22,954		
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	34,109	34,109		
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	31,123	31,123		
23 Insurance	21,827		21,827	
24 Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f. If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O.)				
a <b>PICKET PAY</b>	31,620	31,620		
b <b>BANK CHARGES</b>	24,316		24,316	
c <b>DUES &amp; SUBSCRIPTIONS</b>	13,897		13,897	
d <b>TOURNAMENT</b>	10,805			10,805
e <b>MISCELLANEOUS</b>	9,802	9,802		
f All other expenses	25,856	15,405	10,451	
25 <b>Total functional expenses.</b> Add lines 1 through 24f	1,558,700	1,283,321	264,574	10,805
26 <b>Joint costs.</b> Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720). Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

**Part X Balance Sheet**

		(A) Beginning of year		(B) End of year	
<b>Assets</b>	1	Cash—non-interest bearing	633,512	1	696,167
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net		4	
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges		9	
	10a	Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D	10a 647,544		
	b	Less accumulated depreciation	10b 280,792	10c 298,870	366,752
	11	Investments—publicly traded securities	6,822,242	11	8,222,467
	12	Investments—other securities. See Part IV, line 11		12	
	13	Investments—program-related See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11		15	
16	<b>Total assets.</b> Add lines 1 through 15 (must equal line 34)	<b>7,754,624</b>	<b>16</b>	<b>9,285,386</b>	
<b>Liabilities</b>	17	Accounts payable and accrued expenses		17	
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities Complete Part X of Schedule D	989	25	2,716
	26	<b>Total liabilities.</b> Add lines 17 through 25	<b>989</b>	<b>26</b>	<b>2,716</b>
<b>Net Assets or Fund Balances</b>	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.				
	27	Unrestricted net assets	4,212,852	27	5,043,002
	28	Temporarily restricted net assets	3,540,783	28	4,239,668
	29	Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds		30	
	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
	32	Retained earnings, endowment, accumulated income, or other funds		32	
	33	<b>Total net assets or fund balances</b>	<b>7,753,635</b>	<b>33</b>	<b>9,282,670</b>
34	<b>Total liabilities and net assets/fund balances</b>	<b>7,754,624</b>	<b>34</b>	<b>9,285,386</b>	

**Part XI Reconciliation of Net Assets**

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	3,087,735
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,558,700
3	Revenue less expenses. Subtract line 2 from line 1	3	1,529,035
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	7,753,635
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	9,282,670

**Part XII Financial Statements and Reporting**

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

1 Accounting method used to prepare the Form 990:  Cash  Accrual  Other \_\_\_\_\_

If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.

2a Were the organization's financial statements compiled or reviewed by an independent accountant?

2b Were the organization's financial statements audited by an independent accountant?

2c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.

d If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis, or both:

Separate basis  Consolidated basis  Both consolidated and separate basis

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?

3b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

International Association of Bridge, Structural  
and Ornamental Iron Workers Local No. 392

SCHEDULE OF PROPERTY, BUILDING AND EQUIPMENT

June 30, 2011

Kind of Property	Estimated life (years)	Cost	Accumulated depreciation 6/30/10	Depreciation expense	Accumulated depreciation 6/30/11
<b>LOCAL</b>					
<b>OPERATING FUND</b>					
<b>LAND</b>					
Local		\$ 8,978.88			
Training building		75,000.00			
Total land		83,978.88			
<b>BUILDING</b>					
Building	45	57,993.43	\$ 56,380.25	\$ 1,288.74	\$ 57,668.99
Additions to steel building	30	4,965.67	4,965.67	-	4,965.67
Steel building	30	15,689.28	15,689.28	-	15,689.28
Parking lot	40	8,292.88	8,292.88	-	8,292.88
Parking lot	20	29,625.05	-	740.63	740.63
Training building	40	100,000.00	25,625.00	-	25,625.00
Total building		216,566.31	110,953.08	2,029.37	112,982.45
<b>BUILDING IMPROVEMENTS</b>					
Building canopy	20	6,695.00	6,695.00	-	6,695.00
Storage room improvements	25	1,030.00	1,030.00	-	1,030.00
Improvement - women's restroom	20	7,420.87	7,420.87	-	7,420.87
Building improvements	20	960.00	960.00	-	960.00
Parking lot paving	20	17,756.00	17,756.00	-	17,756.00
Ceiling tile	20	1,211.64	1,211.64	-	1,211.64
Office lighting	20	1,718.75	1,718.75	-	1,718.75
Painting	10	200.00	200.00	-	200.00
Replacement windows	20	1,095.74	958.83	54.79	1,013.62
Wiring improvements - apprentice building	14	7,205.14	7,205.14	-	7,205.14
Office vault	10	1,177.43	1,177.43	-	1,177.43
Remodeling - hall	28	3,915.95	3,915.95	-	3,915.95
Remodeling	27	449.16	426.46	16.64	443.10
Roof and guttering - hall	20	16,206.00	16,206.00	-	16,206.00
Furnace and air conditioner	10	3,750.00	3,750.00	-	3,750.00
Smoke eater - hall	20	1,682.00	1,471.75	84.10	1,555.85
Security lights	20	1,257.70	948.68	62.89	1,011.57
Gas piping	20	584.78	438.51	29.24	467.75
Remodeling - office	30	48,380.18	18,545.71	1,612.67	20,158.38
Air conditioner	10	3,850.00	3,850.00	-	3,850.00

(continued on next page)

SCHEDULE 2  
Page 2

SCHEDULE OF PROPERTY, BUILDING AND EQUIPMENT  
(continued)  
June 30, 2011

Kind of Property	Estimated life (years)	Cost	Accumulated depreciation 6/30/10	Depreciation expense	Accumulated depreciation 6/30/11
<b>LOCAL (continued)</b>					
<b>OPERATING FUND (continued)</b>					
<b>BUILDING IMPROVEMENTS (continued)</b>					
Closet and lighting	20	3,391.84	1,780.70	169.59	1,950.29
HVAC addition	20	12,000.00	4,400.00	600.00	5,000.00
Surveillance equipment	20	7,908.00	593.10	395.40	988.50
Total building improvements		<u>149,846.18</u>	<u>102,660.52</u>	<u>3,025.32</u>	<u>105,685.84</u>
<b>EQUIPMENT</b>					
Copy machine	10	3,865.00	3,865.00	-	3,865.00
Telephone system	10	1,974.00	1,974.00	-	1,974.00
File cabinets	10	1,363.45	1,363.45	-	1,363.45
Computer (partial)	5	980.00	980.00	-	980.00
Computer - 1/3	5	721.80	721.80	-	721.80
Scat 61" lawn mower (partial)	10	2,733.00	1,093.20	273.30	1,366.50
Copier	5	2,656.25	1,859.38	531.25	2,390.63
2010 Ford F150 (partial)	5	22,758.84	-	4,551.77	4,551.77
2010 Ford F150 (partial)	5	18,654.48	-	1,865.45	1,865.45
2009 GMC Acadia (partial)	5	26,288.13	2,628.81	5,257.63	7,886.44
Total equipment		<u>81,994.95</u>	<u>14,485.64</u>	<u>12,479.40</u>	<u>26,965.04</u>
Subtotal operating fund		<u>532,386.32</u>	<u>228,099.24</u>	<u>17,534.09</u>	<u>245,633.33</u>
<b>TARGET FUND</b>					
<b>BUILDING</b>					
Parking lot	20	29,625.05	-	740.63	740.63
<b>EQUIPMENT</b>					
Sign	10	11,622.00	11,622.00	-	11,622.00
Carpeting	10	3,446.87	3,446.87	-	3,446.87
Computers (partial)	5	1,399.00	1,399.00	-	1,399.00
Computer - 1/3	5	718.85	718.85	-	718.85
Copy machine	5	2,886.00	2,886.00	-	2,886.00
Scat 61" lawn mower (partial)	10	2,733.00	1,093.20	273.30	1,366.50
2010 Ford F150 (partial)	5	21,148.74	-	4,229.75	4,229.75
2010 Ford F150 (partial)	5	18,622.30	-	1,862.23	1,862.23
2009 GMC Acadia (partial)	5	22,956.31	2,295.63	4,591.26	6,886.89
Subtotal target fund		<u>115,158.12</u>	<u>23,461.55</u>	<u>11,697.17</u>	<u>35,158.72</u>
<b>TOTAL ALL FUNDS</b>		<u>\$647,544.44</u>	<u>\$251,560.79</u>	<u>\$29,231.26</u>	<u>\$280,792.05</u>

Note: Property disposed of during the year has not been included in this schedule.

International Association of Bridge, Structural  
and Ornamental Iron Workers Local No. 392

GENERAL FUND

SCHEDULE OF INVESTMENTS - DETAILED

June 30, 2011

	<u>Due date</u>	<u>Number of shares</u>	<u>Cost</u>	<u>Fair value</u>
Edward Jones				
Fixed Investment Account				
Flushing Bank	01/17/12		\$ 45,000	\$ 45,475
Sallie Mae Bank	02/06/12		65,000	65,751
Sallie Mae Bank	05/07/12		20,000	20,324
American Express	10/01/12		50,000	50,703
GE Money Bank	01/09/13		45,000	46,170
Discover Bank	06/18/13		30,000	31,170
GE Money Bank	08/20/13		20,000	20,119
Discover Bank	11/12/13		25,000	25,475
F.N.M.A.	07/05/14		20,255	28,865
Interinvest Bank	08/15/14		25,000	25,975
GE Money Bank	08/20/14		20,000	20,098
Stearns Bank	06/10/15		20,000	20,630
US Note	01/15/19		34,708	39,503
F.N.M.A.	05/15/19		24,898	36,671
Delta Natural Gas	04/01/21		50,000	49,249
State of Illinois	07/01/21		21,005	21,688
FHLMC Gold Pool	12/01/23		286	325
F.N.M.A.	05/01/24		222	253
G.N.M.A.	05/15/24		851	894
FHLMC	06/15/24		50,000	51,870
Santa Monica School Dist	08/01/24		40,805	45,369
FHLMC	10/15/24		50,000	50,794
FHLMC	11/15/24		25,000	25,638
Clark County	07/01/26		20,208	20,743
FHLMC	08/15/27		25,000	25,163
US Tips	01/15/28		25,590	28,440
Federal Farm Credit	02/01/28		25,155	27,013
Illinois Financial Services	03/15/28		48,680	49,771
FHLMC	06/15/28		30,000	31,072
F.N.M.A.	10/01/28		119	135
Cook Cty School Dist	12/01/28		30,940	28,827
FHLMC	02/15/29		65,000	65,707
Eastern Ill University	04/01/29		50,000	48,515

(continued on next page)

## SCHEDULE 3

Page 2

## GENERAL FUND

## SCHEDULE OF INVESTMENTS - DETAILED

(continued)

June 30, 2011

	<u>Due date</u>	<u>Number of shares</u>	<u>Cost</u>	<u>Fair value</u>
Edward Jones (continued)				
Fixed Investment Account (continued)				
G.N.M.A.	04/15/29		660	655
FHLMC Gold Pool	05/01/29		272	314
Pima City G.O.	07/01/29		30,875	30,547
University of Michigan Bld Amer	04/01/30		25,395	27,097
Madison Macoupin G.O.	05/01/30		30,750	29,963
Washington County SD	12/15/30		15,338	14,889
Folsom, CA School Dist	10/01/31		25,484	25,856
Illinois State G.O.	06/01/33		23,643	21,753
Dallas School District	09/01/34		25,905	24,826
Cook County	11/15/34		20,580	20,969
Iowa Health Services	02/15/35		40,285	40,440
Quaker Valley School District	10/01/35		20,905	19,994
Champaign Cty School Dist	06/01/36		30,675	30,412
Battery Park, NY	11/01/39		25,726	25,773
Altoona, PA Water	12/01/39		52,192	51,448
Arapahoe Cty Water	12/01/39		25,380	25,594
Chicago Recovery	01/01/40		25,755	24,445
Tacoma Water	12/01/40		20,505	20,322
Invsc Investment		40.000	39,825	38,433
Build America		20.000	19,934	19,050
Build America		120.000	119,092	120,010
Goldman Sach Cap Growth		72.218	1,662	1,531
Edward Jones M\M			63,915	63,915
			<u>1,688,475</u>	<u>1,726,631</u>
Subtotal - fixed investments account				
Equities Account				
Buffalo Small Cap		1,638.392	35,379	43,057
Columbia Int'l Value		3,083.962	42,022	43,638
Columbia Marisco		5,437.876	64,612	73,955
Dodge & Cox Stock		602.177	57,687	65,776
Federated Total Return		8,977.929	96,039	101,361
Harbor International		1,439.649	73,886	88,236
Harbor International Growth		7,925.882	85,963	93,367
Hotchkis & Wiley Large Cap		5,280.111	65,108	86,171

(continued on next page)

GENERAL FUND

SCHEDULE OF INVESTMENTS - DETAILED  
(continued)  
June 30, 2011

	<u>Due date</u>	<u>Number of shares</u>	<u>Cost</u>	<u>Fair value</u>
Edward Jones (continued)				
Equities Account (continued)				
Invesco VK Growth & Income		3,395.228	57,180	65,324
JP Morgan Core Bond		8,656.205	95,099	101,278
JP Morgan Value Advantage		2,368.828	41,391	43,965
Keystone Large Cap Growth		1,144.700	25,989	33,505
Nuveen Nwq Multicap		1,762.275	26,563	32,426
Oppenheimer Cmd Strategy		8,865.739	39,311	32,094
Perkins Mid Cap		1,914.708	37,231	44,096
T Rowe Equity Income		3,657.265	82,146	87,080
Virtus Emerging Mkt		3,645.246	24,611	33,536
Edward Jones M/M			15,792	15,792
			<u>966,009</u>	<u>1,084,657</u>
Subtotal - equities account				
Subtotal - Edward Jones			<u>2,654,484</u>	<u>2,811,288</u>
Stifel Nicolaus				
Southern Bank	01/23/12		30,000	30,423
US Note	07/15/20		20,844	21,818
G.N.M.A.	06/20/31		820	816
G.N.M.A.	08/20/32		50,206	53,813
G.N.M.A.	04/20/33		25,578	27,699
F.N.M.A.	04/25/33		49,344	51,170
FHLMC Gold Pool	04/15/34		1,251	-
G.N.M.A.	04/16/34		997	1,018
G.N.M.A.	07/20/34		20,723	24,805
G.N.M.A.	12/20/34		13,048	13,928
G.N.M.A.	01/20/35		14,067	14,424
FHLMC	04/15/35		71,627	75,051
G.N.M.A.	06/20/35		433	623
G.N.M.A.	07/20/35		9,430	10,344
G.N.M.A.	04/20/36		10,000	10,771
G.N.M.A.	10/20/37		16,551	18,896
G.N.M.A.	02/20/39		11,102	5,197
G.N.M.A.	05/20/39		13,105	13,086
G.N.M.A.	05/20/39		19,071	18,651

(continued on next page)

## SCHEDULE 3

Page 4

## GENERAL FUND

## SCHEDULE OF INVESTMENTS - DETAILED

(continued)

June 30, 2011

	<u>Due date</u>	<u>Number of shares</u>	<u>Cost</u>	<u>Fair value</u>
Stifel Nicolaus (continued)				
G.N.M.A.	06/16/39		133,536	137,801
G.N.M.A.	06/20/39		7,326	7,879
G.N.M.A.	07/20/39		60,579	62,996
G.N.M.A.	08/16/39		35,703	35,152
G.N.M.A.	08/20/39		8,175	8,247
G.N.M.A.	10/16/39		34,948	36,185
G.N.M.A.	10/20/39		154,620	150,632
G.N.M.A.	10/20/39		120,425	118,362
G.N.M.A.	11/20/39		9,906	9,853
G.N.M.A.	11/20/39		64,237	66,444
G.N.M.A.	04/16/40		13,469	13,069
G.N.M.A.	04/16/40		13,109	12,746
G.N.M.A.	06/20/40		19,074	19,092
G.N.M.A.	08/20/40		70,056	69,089
G.N.M.A.	10/25/40		75,327	75,136
G.N.M.A.	02/20/41		59,898	59,700
Washington Mutual		9,111.723	253,920	265,060
Europacific Growth		1,617.312	71,000	69,916
Stifel M/M			5,455	5,455
			<u>1,588,960</u>	<u>1,615,347</u>
Subtotal - Stifel Nicolaus				
Total - General Fund			<u>\$ 4,243,444</u>	<u>\$ 4,426,635</u>
ACCOUNTED FOR:				
Current assets			\$ 1,540,812	\$ 1,668,027
Long-term assets			<u>2,702,632</u>	<u>2,758,608</u>
			<u>\$ 4,243,444</u>	<u>\$ 4,426,635</u>

International Association of Bridge, Structural  
and Ornamental Iron Workers Local No. 392

TARGET FUND

SCHEDULE OF INVESTMENTS - DETAILED

June 30, 2011

	<u>Due date</u>	<u>Number of shares</u>	<u>Cost</u>	<u>Fair value</u>
Edward Jones				
Fixed Investment Account				
Park Bank	08/15/11		\$ 25,000	\$ 25,124
Capital One Bank	12/06/11		25,000	25,385
GE Money Bank	01/09/12		20,000	20,207
Sallie Mae Bank	02/06/12		75,000	75,866
Fico Strips	05/11/12		18,476	26,852
Business Bank	08/22/12		25,000	25,965
American Centurion Bank	10/01/12		25,000	25,352
National Republic Bank	02/15/13		25,000	26,100
GE Money Bank	08/20/13		25,000	25,148
Discover Bank	11/12/13		30,000	30,570
Union Savings	06/24/14		30,000	30,690
Interinvest Bank	08/15/14		25,000	25,975
GE Money Bank	08/20/14		23,000	23,112
Discover Bank	06/18/15		30,000	30,990
Discover Bank	08/31/15		20,000	20,690
Fico Strips	02/08/18		24,659	35,482
US Tips	07/15/18		36,279	42,132
US Notes	01/15/19		38,915	44,291
Fico Strips	05/15/19		24,898	36,671
Delta Natural Gas	04/01/21		50,000	49,249
Illinois State	07/01/21		26,255	27,110
Westerville, OH G.O.	12/01/21		25,505	25,620
Santa Monica School District	08/01/24		35,705	39,698
FHLMC	10/15/24		25,000	25,397
FHLMC	11/15/24		30,000	30,766
Clark County	07/01/26		30,313	31,115
FHLMC	08/15/27		25,000	25,163
US Tips	01/15/28		35,895	39,816
Cook City School Dist	12/01/28		30,940	28,827
FHLMC	02/15/29		75,000	75,815
Eastern Ill Univ	04/01/29		25,000	24,257

(continued on next page)

SCHEDULE 4  
Page 2

## TARGET FUND

SCHEDULE OF INVESTMENTS - DETAILED  
(continued)  
June 30, 2011

	<u>Due date</u>	<u>Number of shares</u>	<u>Cost</u>	<u>Fair value</u>
Edward Jones (continued)				
Fixed Investment Account (continued)				
Pima City G.O.	07/01/29		30,875	30,547
Fort Smith School District	12/01/29		35,766	35,301
University of Michigan Bld Amer	04/01/30		25,387	27,097
Madison Macoupin G.O.	05/01/30		30,750	29,963
Folsom, CA School Dist	10/01/31		25,484	25,856
Illinois State G.O.	06/01/33		37,825	34,805
Dallas School District	09/01/34		25,905	24,826
Cook County	11/15/34		25,724	26,211
Iowa Health Services	02/15/35		35,250	35,385
Quaker Valley School District	10/01/35		20,905	19,994
Battery Park, NY	11/01/39		25,726	25,773
Altoona, PA Water	12/01/39		46,974	46,304
Arapahoe Cty Water	12/01/39		25,380	25,594
Chicago Recovery	01/01/40		25,755	24,445
Tacoma Water	12/01/40		25,630	25,403
Invsc Investment		80.000	79,645	76,867
Build America		40.000	39,868	38,100
Edward Jones MM			57,036	57,036
			<u>1,580,725</u>	<u>1,628,942</u>
Subtotal - fixed investment account				
Equities Account				
Buffalo Small Cap		1,570.904	33,379	41,283
Columbia Int'l Value		2,951.505	40,072	41,764
Columbia Marisco		5,252.739	62,095	71,437
Dodge & Cox Stock		576.568	55,814	62,979
Federated Total Return		8,577.754	91,173	96,843
Harbor International		1,380.357	71,046	84,602
Harbor International Growth		7,774.792	86,875	91,587
Hotchkis & Wiley Large Cap		5,074.229	61,115	82,811
Invesco VK Growth & Income		3,250.509	54,533	62,540
JP Morgan Core Bond		8,301.875	90,810	97,132
JP Morgan Value Advantage		2,269.034	39,553	42,113
Keystone Large Cap Growth		11,290.720	25,925	33,048

(continued on next page)

TARGET FUND

SCHEDULE OF INVESTMENTS - DETAILED  
(continued)  
June 30, 2011

	<u>Due date</u>	<u>Number of shares</u>	<u>Cost</u>	<u>Fair value</u>
Edward Jones (continued)				
Equities Account (continued)				
Nuveen Nwq Multicap		1,688.145	25,716	31,062
Oppenheimer Cmd Strategy		8,493.036	37,889	30,745
Perkins Mid Cap		1,832.536	35,665	42,203
T Rowe Equity Income		3,501.280	78,413	83,365
Virtus Emerging Mkt		3,517.137	23,953	32,358
Edward Jones M/M			17,442	17,442
			<u>931,468</u>	<u>1,045,314</u>
Subtotal - equities account				
			<u>2,512,193</u>	<u>2,674,256</u>
Subtotal - Edward Jones				
Stifel Nicolaus				
Investors Bank	01/23/12		30,000	30,420
US Note	07/15/20		14,599	15,273
G.N.M.A.	08/20/32		50,206	53,813
G.N.M.A.	04/20/33		4,974	5,327
FNMA	04/25/33		49,344	51,170
G.N.M.A.	11/20/33		46,983	49,786
G.N.M.A.	04/16/34		492	503
FHLMC	04/15/35		71,627	75,051
FHLMC	10/15/35		50,244	52,863
G.N.M.A.	04/20/36		4,000	4,308
G.N.M.A.	10/20/37		6,820	7,781
G.N.M.A.	06/16/38		6,582	6,910
G.N.M.A.	05/20/39		22,083	21,596
G.N.M.A.	06/16/39		103,415	106,718
G.N.M.A.	06/20/39		5,494	5,909
G.N.M.A.	08/16/39		16,915	16,651
G.N.M.A.	08/16/39		40,239	40,235
G.N.M.A.	08/20/39		26,159	26,391
G.N.M.A.	09/20/39		79,318	77,313
G.N.M.A.	09/20/39		303	209
G.N.M.A.	10/16/39		34,948	36,185
G.N.M.A.	10/20/39		78,314	76,294

(continued on next page)

## SCHEDULE 4

Page 4

## TARGET FUND

## SCHEDULE OF INVESTMENTS - DETAILED

(continued)

June 30, 2011

	<u>Due date</u>	<u>Number of shares</u>	<u>Cost</u>	<u>Fair value</u>
Stifel Nicolaus (continued)				
G.N.M.A.	10/20/39		96,341	94,690
G.N.M.A.	11/20/39		49,183	50,871
G.N.M.A.	04/16/40		6,288	6,099
G.N.M.A.	04/16/40		4,919	4,780
G.N.M.A.	06/20/40		10,041	10,048
G.N.M.A.	08/20/40		95,074	93,764
G.N.M.A.	10/25/40		47,079	46,960
G.N.M.A.	02/20/41		49,916	49,750
Washington Mutual		9,929.796	291,647	288,858
Europacific Growth		1,594.533	70,000	68,932
Stifel MM			3,283	3,283
			<u>1,466,830</u>	<u>1,478,741</u>
Subtotal - Stifel Nicolaus				
			<u>\$ 3,979,023</u>	<u>\$ 4,152,997</u>
Total - Target Fund				
ACCOUNTED FOR:				
Current investments			\$ 1,666,423	\$ 1,782,244
Long-term investments			<u>2,312,600</u>	<u>2,370,753</u>
			<u>\$ 3,979,023</u>	<u>\$ 4,152,997</u>

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

**Political Campaign and Lobbying Activities**

OMB No 1545-0047

**2010**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

**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.**

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

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

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

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

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

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

Name of organization

**IRONWORKERS LOCAL 392**

Employer identification number

**37-0347315**

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

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

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

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

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

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

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

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

**A** Check  if the filing organization belongs to an affiliated group.

**B** Check  if the filing organization checked box A and "limited control" provisions apply.

**Limits on Lobbying Expenditures**  
(The term "expenditures" means amounts paid or incurred.)

(a) Filing organization's totals

(b) Affiliated group totals

**1a** Total lobbying expenditures to influence public opinion (grass roots lobbying)

**b** Total lobbying expenditures to influence a legislative body (direct lobbying)

**c** Total lobbying expenditures (add lines 1a and 1b)

**d** Other exempt purpose expenditures

**e** Total exempt purpose expenditures (add lines 1c and 1d)

**f** Lobbying nontaxable amount. Enter the amount from the following table in both columns

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over \$500,000	20% of the amount on line 1e
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000
Over \$17,000,000	\$1,000,000

**g** Grassroots nontaxable amount (enter 25% of line 1f)

**h** Subtract line 1g from line 1a. If zero or less, enter -0-

**i** Subtract line 1f from line 1c. If zero or less, enter -0-

**j** If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?

Yes  No

**4-Year Averaging Period Under Section 501(h)**

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

**Lobbying Expenditures During 4-Year Averaging Period**

Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) Total
<b>2a</b> Lobbying nontaxable amount					
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					
<b>c</b> Total lobbying expenditures					
<b>d</b> Grassroots nontaxable amount					
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					
<b>f</b> Grassroots lobbying expenditures					

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

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

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

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

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

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

**Part IV Supplemental Information**

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

**Schedule C, Part I-A, Line 1**

**DONATIONS ARE MADE TO VARIOUS STATE & LOCAL INDIVIDUAL CAMPAIGN FUNDS.**

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

Attach to Form 990. See separate instructions.

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization

Employer identification number

IRONWORKERS LOCAL 392

37-0347315

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

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include Total number at end of year, Aggregate contributions, Aggregate grants, Aggregate value, and two questions about donor advised funds.

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

Table with 2 columns: Description, Held at the End of the Tax Year. Rows include Purpose(s) of conservation easements, Total acreage, Number of easements, and various monitoring questions.

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

Table with 2 columns: Description, Amount. Rows include questions about reporting works of art, historical treasures, and similar assets.

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

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

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

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

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

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

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

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

	Amount
1c	
1d	
1e	
1f	

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

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

- a Board designated or quasi-endowment ▶ %
- b Permanent endowment ▶ %
- c Term endowment ▶ %

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

- (i) unrelated organizations
- (ii) related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

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

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				

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

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 12 )		

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

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 13 )		

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 15 )	

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

1. (a) Description of liability	(b) Amount
(1) Federal income taxes	
(2) UNREMITTED PAYROLL W/H	2,716
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.)	2,716

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

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	3,087,735
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	1,558,700
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	1,529,035
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net). Add lines 4 through 8	9	
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10	1,529,035

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

1	Total revenue, gains, and other support per audited financial statements	1	3,087,735
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	3,087,735
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV.)	4b	
c	Add lines 4a and 4b	4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	3,087,735

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

1	Total expenses and losses per audited financial statements	1	1,558,700
2	Amounts included on line 1 but not on Form 990, Part IX, line 25.		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	1,558,700
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	1,558,700

**Part XIV Supplemental Information**

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

**SCHEDULE J**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

Name of the organization

**IRONWORKERS LOCAL 392**

**Compensation Information**

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

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

▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

**2010**

Open To Public Inspection

Employer identification number  
**37-0347315**

**Part I Questions Regarding Compensation**

**1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- |                                                                    |                                                                          |
|--------------------------------------------------------------------|--------------------------------------------------------------------------|
| <input type="checkbox"/> First-class or charter travel             | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions                     | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees   |
| <input type="checkbox"/> Discretionary spending account            | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

**b** If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

**2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?

**3** Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply.

- |                                                              |                                                                          |
|--------------------------------------------------------------|--------------------------------------------------------------------------|
| <input type="checkbox"/> Compensation committee              | <input type="checkbox"/> Written employment contract                     |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study                    |
| <input type="checkbox"/> Form 990 of other organizations     | <input type="checkbox"/> Approval by the board or compensation committee |

**4** During the year, did any person listed in Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization.

- a** Receive a severance payment or change-of-control payment from the organization or a related organization?  
**b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?  
**c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III

**Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.**

**5** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of

- a** The organization?  
**b** Any related organization?

If "Yes" to line 5a or 5b, describe in Part III.

**6** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of

- a** The organization?  
**b** Any related organization?

If "Yes" to line 6a or 6b, describe in Part III.

**7** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III

**8** Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

**9** If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
<b>1b</b>		
<b>2</b>		
<b>4a</b>		<b>X</b>
<b>4b</b>		<b>X</b>
<b>4c</b>		<b>X</b>
<b>5a</b>		
<b>5b</b>		
<b>6a</b>		
<b>6b</b>		
<b>7</b>		
<b>8</b>		
<b>9</b>		

Schedule J (Form 990) 2010 **IRONWORKERS LOCAL 392** 37-0347315

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

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

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

	(A) Name	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1	DAVID BEARD	(i) 89,570 (ii) 0	0	0	52,609	13,229	155,408	0
2	JOHN HERRINGTON	(i) 89,311 (ii) 0	0	0	52,533	13,229	155,073	0
3	BILL LEONARD	(i) 89,311 (ii) 0	0	0	52,533	13,229	155,073	0
4		(i) . (ii) .						
5		(i) . (ii) .						
6		(i) . (ii) .						
7		(i) . (ii) .						
8		(i) . (ii) .						
9		(i) . (ii) .						
10		(i) . (ii) .						
11		(i) . (ii) .						
12		(i) . (ii) .						
13		(i) . (ii) .						
14		(i) . (ii) .						
15		(i) . (ii) .						
16		(i) . (ii) .						

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

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

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

OMB No 1545-0047

**2010**

Open to Public  
Inspection

Name of the organization

**IRONWORKERS LOCAL 392**

Employer identification number

**37-0347315**

**Form 990, Part VI, Line 11b - Organization's Process to Review Form 990**

**No review was or will be conducted.**

**Form 990, Part VI, Line 15b - Compensation Process for Officers**

**SALARY IS APPROVED ANNUALLY BY THE EXECUTIVE BOARD**

**Form 990, Part VI, Line 19 - Governing Documents Disclosure Explanation**

**No documents available to the public**