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Return of Organization Exempt From Income Tax

2010

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

A For the 2010 calendar year, or tax year beginning 9/01, 2010, and ending 8/31, 2011

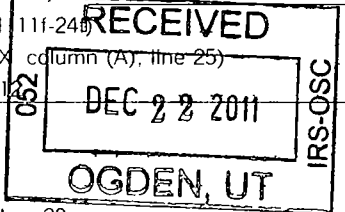
B Check if applicable: Address change, Name change, Initial return, Terminated, Amended return, Application pending. F Name and address of principal officer: Southern Illinois Construction Advancement Program, 1468 GREEN MOUNT ROAD, O'FALLON, IL 62269. D Employer Identification Number: 37-1271841. E Telephone number. G Gross receipts \$: 1,268,964.

I Tax exempt status: 501(c)(3) [X] 501(c) (6) (insert no) [] 4947(a)(1) or [] 527. H(a) Is this a group return for affiliates? Yes [] No [X]. H(b) Are all affiliates included? Yes [] No [X]. If No attach a list (see instructions).

J Website: N/A. K Form of organization: Corporation [] Trust [] Association [X] Other []. L Year of Formation. M State of legal domicile: IL.

Part I Summary

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 1. Briefly describe the organization's mission... 2-7. Activities & Governance. 8-12. Revenue. 13-19. Expenses. 20-22. Net Assets or Fund Balances.



Part II Signature Block

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

Sign Here: Signature of officer: BRUCE HOLLAND, Trustee. Date: 12-15-11.

Paid Preparer Use Only: Print/Type preparer's name: Andrew Abendroth, CPA. Preparer's signature: Andrew Abendroth, CPA. Date: 12-5-11. Firm's name: SCHEFFEL & COMPANY PC. Firm's address: PO BOX 374 - #2 WOODCREST PROFESSIONAL PARK, HIGHLAND, IL 62249. Firm's EIN: 37-1206530. Phone no: (618) 654-9895.

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

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Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission

To promote safety and accident prevention, education and training, economic development and diversity efforts, and conducting community education and public relations programs in the construction industry.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

Yes No

If 'Yes' describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts any program services?

Yes No

If 'Yes,' describe these changes on Schedule O

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

4a (Code) (Expenses \$ 123,963. including grants of \$) (Revenue \$)

SERVICES TO PROMOTE PROGRAMS IN SAFETY & ACCIDENT PREVENTION, EDUCATION, ECONOMIC DEVELOPMENT & LABOR RELATIONS FOR THE CONSTRUCTION INDUSTRY IN SOUTHERN ILLINOIS.

4b (Code) (Expenses \$ 13,012. including grants of \$) (Revenue \$)

CAREER EXPO

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 136,975.

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		X
2 Is the organization required to complete Schedule B, Schedule of Contributors? (see instructions)		X
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		X
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		
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	X	
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		X
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		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III		X
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		X
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		X
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	X	
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		X
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		X
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		X
e Did the organization report an amount for other liabilities in Part X line 25? If 'Yes' complete Schedule D, Part X		X
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		X
12a Did the organization obtain separate independent audited financial statements for the tax year? If 'Yes,' complete Schedule D Parts XI XII, and XIII		X
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		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes' complete Schedule E		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
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		X
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		X
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		X
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)		X
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		X
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		X
20 a Did the organization operate one or more hospitals? If 'Yes,' complete Schedule H		X
b If 'Yes' to line 20a, did the organization attach its audited financial statements to this return? Note. Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)		

Part IV Checklist of Required Schedules (continued)

	Yes	No
21 Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX column (A), line 1? If 'Yes,' complete Schedule I Parts I and II	X	
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		X
23 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		X
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 and that was issued after December 31, 2002? If 'Yes,' answer lines 24b through 24d and complete Schedule K. If 'No,' go to line 25		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?		
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		
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		
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		X
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		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)		
a A current or former officer, director, trustee, or key employee? If 'Yes,' complete Schedule L, Part IV		X
b A family member of a current or former officer, director, trustee, or key employee? If 'Yes,' complete Schedule L, Part IV		X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If 'Yes,' complete Schedule L, Part IV		X
29 Did the organization receive more than \$25,000 in non-cash contributions? If 'Yes,' complete Schedule M		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If 'Yes,' complete Schedule M		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If 'Yes,' complete Schedule N, Part I		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule N, Part II		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If 'Yes,' complete Schedule R, Part I		X
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	X	
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)?		X
a Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If 'Yes,' complete Schedule R, Part V line 2	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If 'Yes,' complete Schedule R, Part V line 2		
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		X
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	X	

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

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
1 a Enter the number of voting members of the governing body at the end of the tax year		
1 b Enter the number of voting members included in line 1 a 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?		X
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?		X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? See Sch O	X	
5 Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6 Does the organization have members or stockholders?	X	
7 a Does the organization have members, stockholders or other persons who may elect one or more members of the governing body?	X	
7 b Are any decisions of the governing body subject to approval by members, stockholders or other persons?		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8 a The governing body?	X	
8 b Each committee with authority to act on behalf of the governing body?	X	
9 Is there any officer, director or 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		X

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

	Yes	No
10 a Does the organization have local chapters, branches or affiliates?		X
10 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?		
11 a Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	X	
11 b Describe in Schedule O the process, if any, used by the organization to review this Form 990 See Schedule O		
12 a Does the organization have a written conflict of interest policy? If 'No' go to line 13		X
12 b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?		
12 c Does the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes' describe in Schedule O how this is done		
13 Does the organization have a written whistleblower policy?		X
14 Does the organization have a written document retention and destruction policy?		X
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?		
15 a The organization's CEO, Executive Director, or top management official	X	
15 b Other officers of key employees of the organization See Schedule O	X	
If 'Yes' to line 15a or 15b, describe the process in Schedule O (See instructions)		
16 a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
16 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. See Schedule O
- 20** State the name, physical address, and telephone number of the person who possesses the books and records of the organization.
 ▶ DONNA RICHTER, COO 1468 GREEN MOUNT ROAD O'FALLON IL 62269 618 624-9055

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

1 a 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 organization compensated any current officer, director, or trustee

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W 2/1099-MISC)	(E) Reportable compensation from related organizations (W 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
See Schedule O										
(1) BRUCE HOLLAND Trustee	1	X					0.	0.	0.	
(2) MARK SCHNOEBELEN Trustee	1	X					0.	0.	0.	
(3) DALE STEWART Trustee	1	X					0.	0.	0.	
(4) PAM BURNHAM Trustee	1	X					0.	0.	0.	
(5) KEN KILIAN Trustee	1	X					0.	0.	0.	
(6) EUGENE KEELEY Trustee	1	X					0.	0.	0.	
(7) ALAN OWEN Trustee	1	X					0.	0.	0.	
(8) Tim Garvey CEO	40			X	X		0.	100,400.	20,933.	
(9)										
(10)										
(11)										
(12)										
(13)										
(14)										
(15)										
(16)										
(17)										

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

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Sch 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			
(18) -----										
(19) -----										
(20) -----										
(21) -----										
(22) -----										
(23) -----										
(24) -----										
(25) -----										
(26) -----										
(27) -----										
(28) -----										
(29) -----										
1 b Sub-total							0.	100,400.	20,933.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0	
d Total (add lines 1b and 1c)							0.	100,400.	20,933	

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
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? <i>If 'Yes,' complete Schedule J for such individual.</i>		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If 'Yes,' complete Schedule J for such individual.</i>		X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If 'Yes,' complete Schedule J for such person.</i>		X

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	1 a Federated campaigns	1 a				
	b Membership dues	1 b 679,096.				
	c Fundraising events	1 c				
	d Related organizations	1 d				
	e Government grants (contributions)	1 e				
	f All other contributions, gifts, grants, and similar amounts not included above	1 f				
	g Noncash contributions included in lns 1a-1f \$					
	h Total. Add lines 1a-1f		679,096.			
PROGRAM SERVICE REVENUE	2 a	Business Code				
	b					
	c					
	d					
	e					
	f All other program service revenue					
	g Total. Add lines 2a-2f					
OTHER REVENUE	3 Investment income (including dividends, interest and other similar amounts)		47,837.		47,837.	
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
	6 a Gross Rents	(i) Real				
		(ii) Personal				
		b Less rental expenses				
		c Rental income or (loss)				
	d Net rental income or (loss)					
	7 a Gross amount from sales of assets other than inventory	(i) Securities				
		(ii) Other				
		b Less cost or other basis and sales expenses		590,874.		
		c Gain or (loss)		-48,843.		
	d Net gain or (loss)		-48,843		-48,843.	
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV line 18	a				
		b Less direct expenses	b			
c Net income or (loss) from fundraising events						
9 a Gross income from gaming activities See Part IV line 19	a					
	b Less direct expenses	b				
	c Net income or (loss) from gaming activities					
10 a Gross sales of inventory, less returns and allowances	a					
	b Less cost of goods sold	b				
	c Net income or (loss) from sales of inventory					
Miscellaneous Revenue		Business Code				
11 a						
b						
c						
d All other revenue						
e Total. Add lines 11a-11d						
12 Total revenue. See instructions		678,090.	0.	0.	-1,006.	

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)

<i>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</i>	(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	136,975.			
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	0.			
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				
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes				
11 Fees for services (non-employees)				
a Management				
b Legal	5,073.			
c Accounting	7,574.			
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees	10,737.			
g Other				
12 Advertising and promotion				
13 Office expenses	6,147.			
14 Information technology				
15 Royalties				
16 Occupancy				
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	32,751.			
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	33,471.			
23 Insurance				
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 <u>SIBA SALARY REIMBURSEMENT</u>	203,368.			
b <u>SIBA Benefit and PR Tax Reimb</u>	83,732.			
c <u>ADMINISTRATIVE EXPENSES</u>	73,804.			
d <u>VEHICLE EXPENSES</u>	16,383.			
e <u>Materials</u>	7,720.			
f All other expenses	15,569.			
25 Total functional expenses. Add lines 1 through 24f	633,304.			
26 Joint costs. 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	
ASSETS	1		1		
	2	395,345.	2	485,785.	
	3		3		
	4		4		
	5		5		
	6		6		
	7		7		
	8		8		
	9		9		
	10a	370,853.			
	b	159,714.	243,448.	10c	211,139.
	11		1,596,218.	11	1,756,722.
	12			12	
	13			13	
	14			14	
	15			15	
16	Total assets Add lines 1 through 15 (must equal line 34)	2,235,011.	16	2,453,646.	
LIABILITIES	17		17		
	18		18		
	19		19		
	20		20		
	21		21		
	22		22		
	23		23		
	24		24		
	25		25		
	26	Total liabilities Add lines 17 through 25	0.	26	0.
NET ASSETS OR FUND BALANCES	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29 and lines 33 and 34				
	27	2,235,011.	27	2,453,646.	
	28		28		
	29		29		
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.				
	30		30		
	31		31		
	32		32		
33	2,235,011.	33	2,453,646.		
34	2,235,011.	34	2,453,646.		

BAA

Form 990 (2010)

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	678,090.
2	Total expenses (must equal Part IX, column (A) line 25)	2	633,304.
3	Revenue less expenses Subtract line 2 from line 1	3	44,786.
4	Net assets or fund balances at beginning of year (must equal Part X line 33, column (A))	4	2,235,011.
5	Other changes in net assets or fund balances (explain in Schedule O) See Schedule O	5	173,849.
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	2,453,646.

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 See Sch. O

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?

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

c 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?

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

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

BAA

SCHEDULE C
(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No 1545 0047

2010

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.**

Open to Public Inspection

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

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

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

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

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

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

Name of organization

Employer identification number

Southern Illinois Construction

37-1271841

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)				

BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ

Schedule C (Form 990 or 990-EZ) 2010

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												
1 a	Total lobbying expenditures to influence public opinion (grass roots lobbying)														
b	Total lobbying expenditures to influence a legislative body (direct lobbying)														
c	Total lobbying expenditures (add lines 1a and 1b)														
d	Other exempt purpose expenditures														
e	Total exempt purpose expenditures (add lines 1c and 1d)														
f	Lobbying nontaxable amount Enter the amount from the following table in both columns														
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is</th> <th>The lobbying nontaxable amount is</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is	The lobbying nontaxable amount is	Not over \$500,000	20% of the amount on line 1e	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000	Over \$17,000,000	\$1,000,000		
If the amount on line 1e, column (a) or (b) is	The lobbying nontaxable amount is														
Not over \$500,000	20% of the amount on line 1e														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000														
Over \$17,000,000	\$1,000,000														
g	Grassroots nontaxable amount (enter 25% of line 1f)														
h	Subtract line 1g from line 1a. If zero or less, enter -0-														
i	Subtract line 1f from line 1c. If zero or less, enter -0-														
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> 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.)

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

BAA

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

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

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

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

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

1 Dues assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3 what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	0.
5 Taxable amount of lobbying and political expenditures (see instructions)	5	0.

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 1. Also complete this part for any additional information

Part IV Supplemental Information *(continued)*

Area with horizontal dashed lines for supplemental information.

**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, lines 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

Southern Illinois Construction
Advancement Program

Employer identification number

37-1271841

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply)	
<input type="checkbox"/> Preservation of land for public use (e.g., recreation or education)	<input type="checkbox"/> Preservation of an historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	
2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year	
	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d
3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____	
4 Number of states where property subject to conservation easement is located ▶ _____	
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?	<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ _____	
7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ \$ _____	
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?	<input type="checkbox"/> Yes <input type="checkbox"/> No
9 In Part XIV describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements	

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

1 a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIV, the text of the footnote to its financial statements that describes these items	
b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:	
(i) Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
(ii) Assets included in Form 990, Part X	▶ \$ _____
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:	
a Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

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

- 3 Using the organization's 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 organization answered 'Yes' to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21

- 1 a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If 'Yes,' explain the arrangement in Part XIV and complete the following table
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1 c |
| d Additions during the year | 1 d |
| e Distributions during the year | 1 e |
| f Ending balance | 1 f |
- 2 a Did the organization include an amount on Form 990, Part X, line 21? Yes No
- b If 'Yes,' explain the arrangement in Part XIV

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1 a 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 _____ %

- 3 a Are there endowment funds not in the possession of the organization that are held and administered for the organization by
- | | Yes | No |
|--------------------------------------------------------------------------------------|--------|----|
| (i) unrelated organizations | 3a(i) | |
| (ii) related organizations | 3a(ii) | |
| b If 'Yes' to 3a(ii) are the related organizations listed as required on Schedule R? | 3b | |

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

Part VI 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
1 a Land				
b Buildings				
c Leasehold improvements		256,363.	98,273	158,090.
d Equipment		114,490.	61,441.	53,049.
e Other				
Total Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c))				211,139.

Part VII Investments—Other Securities. (See Form 990, Part X, line 12) N/A		
(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) -----		
Total (Column (b) must equal Form 990 Part X, column (B) line 12) ▶		

Part VIII Investments—Program Related. (See Form 990, Part X, line 13) N/A		
(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)		
Total (Column (b) must equal Form 990 Part X, column (B) line 13) ▶		

Part IX Other Assets. (See Form 990 Part X, line 15) N/A	
(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total (Column (b) must equal Form 990, Part X column(B) line 15) ▶	

Part X Other Liabilities. (See Form 990, Part X, line 25)	
(a) Description of liability	(b) Amount
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	
Total (Column (b) must equal Form 990, Part X, column (B) line 25) ▶	

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

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return		N/A
1	Total revenue, gains, and other support per audited financial statements	1
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12	2
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
4	Amounts included on Form 990, Part VIII, line 12 but not on line 1	4
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

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return		N/A
1	Total expenses and losses per audited financial statements	1
2	Amounts included on line 1 but not on Form 990, Part IX, line 25	2
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
4	Amounts included on Form 990, Part IX, line 25 but not on line 1	4
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

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 I
(Form 990)**
**Grants and Other Assistance to Organizations,
Governments and Individuals in the United States**

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

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Employer identification number
37-1271841

Name of the organization
Southern Illinois Construction

Part I General Information on Grants and Assistance

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

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

Part II Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered 'Yes' to Form 990, Part IV, line 21 for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000.

Part II can be duplicated if additional space is needed

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non cash assistance	(h) Purpose of grant or assistance
(1) RCGA ST LOUIS 1 Metropolitan Sq Suite St. Louis, MO 63102	43-0975222	501c(6)	25,140.	0.			ECONOMIC DEVELOPMENT INVESTMENT
(2) SIUE SCHOOL OF CONSTR ENG BUILDING ROOM 3052 EDWARDSVILLE, IL 62026	37-0986220		31,300.	0.			Promote Illinois' transportation and Infrastructure needs
(3) -----							
(4) Transportation for Illi 312 S Fourth St, Suite Springfield, IL 62701	35-2251022	501c(6)	16,453	0.			
(5) -----							
(6) -----							
(7) -----							
(8) -----							

2 Enter total number of section 501(c)(3) and government organizations **0**

3 Enter total number of other organizations **3**

SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No 1545 0047

2010

Department of the Treasury
Internal Revenue Service

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.

**Open to Public
Inspection**

Name of the organization **Southern Illinois Construction
Advancement Program**

Employer identification number
37-1271841

Form 990, Part VI, Line 4 - Significant Changes to Organizational Documents

SICAP passed a new Trust Agreement, updating the number of Board members, clarifying that the organization must have an audit OR review each year and making several other minor changes to various wordings in the agreement.

Form 990, Part VI, Line 11b - Form 990 Review Process

FORM 990 REVIEWED WITH PRESENTATION OF FINANCIAL STATEMENTS TO THE BOARD

Form 990, Part VI, Line 15b - Compensation Review & Approval Process for Officers & Key Employees

All employees are paid through a related organization, the Southern Illinois Builders Association (SIBA). SIBA has a finance committee that reviews compensation and sets salaries annually or more often if necessary.

Form 990, Part VI, Line 19 - Other Organization Documents Publicly Available

All Tax Returns, policies, financial statements and exemption applications are available upon request.

Form 990, Part VII - Compensation Explanation

Tim Garvey

SICAP has no W-2s or Payroll taxes because all salaries are paid by SIBA (a related organization) with a percentage being reimbursed by SICAP.

Form 990, Part XII, Line 1 - Other Accounting Method

Modified Cash

Form 990, Part XI, Line 5
Other Changes in Net Assets or Fund Balances

Net Unrealized Gains or Losses on Investments

Total \$ 173,849.
\$ 173,849.

2010

Open to Public Inspection

SCHEDULE R
(Form 990)

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered 'Yes' to Form 990, Part IV, line 33, 34, 35, 36, or 37.
▶ Attach to Form 990 ▶ See separate instructions.

Department of the Treasury
Internal Revenue Service

Employer identification number
37-1271841

Name of the organization

Southern Illinois Construction Advancement Program

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

(a) Name, address, and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) -----					
(2) -----					
(3) -----					
(4) -----					
(5) -----					
(6) -----					

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

(a) Name address and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Sec 512(b)(13) controlled entity?	
						Yes	No
(1) SOUTHERN ILLINOIS BUILDERS ASSOCIA 1468 GREEN MOUNT RD	PROVIDES SERVICES FOR CONSTRUCTION CONTRACTORS	IL	501 (C) (6)		N/A		X
(2) O'FALLON, IL 62269 37-0626710							
(3) -----							
(4) -----							
(5) -----							
(6) -----							
(7) -----							

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
(1) -----												
(2) -----												
(3) -----												

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership
(1) -----							
(2) -----							
(3) -----							

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

Note Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

a Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity

b Gift grant or capital contribution to other organization(s)

c Gift grant, or capital contribution from other organization(s)

d Loans or loan guarantees to or for other organization(s)

e Loans or loan guarantees by other organization(s)

f Sale of assets to other organization(s)

g Purchase of assets from other organization(s)

h Exchange of assets

i Lease of facilities, equipment or other assets to other organization(s)

j Lease of facilities, equipment or other assets from other organization(s)

k Performance of services or membership or fundraising solicitations for other organization(s)

l Performance of services or membership or fundraising solicitations by other organization(s)

m Sharing of facilities, equipment, mailing lists, or other assets

n Sharing of paid employees

o Reimbursement paid to other organization for expenses

p Reimbursement paid by other organization for expenses

q Other transfer of cash or property to other organization(s)

r Other transfer of cash or property from other organization(s)

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

	(a) Name of other organization	(b) Transaction type (a-r)	(c) Amount involved	(d) Method of determining amount involved	Yes	No
(1)	SOUTHERN ILLINOIS BUILDERS ASSOCIATION	m	73,804	Actual Cost		X
(2)	SOUTHERN ILLINOIS BUILDERS ASSOCIATION	n	287,100	Hours Spent		X
(3)	SOUTHERN ILLINOIS BUILDERS ASSOCIATION	o	6,000	Actual Cost		X
(4)						
(5)						
(6)						

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

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

(a) Name, address and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Are all partners section 501(c)(3) organizations?		(e) Share of end-of-year assets	(f) Disproportionate allocations?		(g) Code V-UBI amount in box 20 of Schedule K-1 Form (1065)	(h) General or managing partner?	
			Yes	No		Yes	No		Yes	No
(1) ----- ----- -----										
(2) ----- ----- -----										
(3) ----- ----- -----										
(4) ----- ----- -----										
(5) ----- ----- -----										
(6) ----- ----- -----										
(7) ----- ----- -----										
(8) ----- ----- -----										

AMENDED AGREEMENT AND DECLARATION OF TRUST FOR THE SOUTHERN ILLINOIS CONSTRUCTION ADVANCEMENT PROGRAM (SICAP)

THIS AMENDED AGREEMENT AND DECLARATION OF TRUST, made the day and year last below written among the Trustees signatory hereto, hereinafter referred to as the "Trustees", amends the original Agreement and Declaration of Trust ("Original Trust") initially entered into October, 1990 by restating and modifying the Original Trust as follows:

WHEREAS, construction management and labor have mutually agreed to pay into a Trust fund to be known as Southern Illinois Construction Advancement Program (SICAP), which is established, operated and maintained to promote, improve and advance the interest and common good of all engaged in the construction contracting business or industry in Southern Illinois, and more particularly, but not limited to:

- * the promotion of safety and accident prevention in the industry;
- * educational programs such as schools and seminars for all construction supervisory personnel and other employees;
- * conducting a public relations and economic development programs for the benefit of the construction industry in Southern Illinois;
- * research into new materials for use in the building and construction industry; and,

WHEREAS, to effectuate the foregoing, the parties hereto have established by the Original Trust a Program to provide for the terms and provisions under which said Program and the funds thereof are to be handled and administered, and

WHEREAS, in consideration of the premises and the agreements herein contained, the undersigned Trustees hereby declare that they will receive, hold and administer all contributions and other money or property whatsoever that may come into their hands as Trustees hereunder, all as herein provided, with the powers, duties, uses, purposes and trusts as hereinafter set forth, to-wit:

NOW THEREFORE, the Trustees amend the Original Trust to better effectuate the purposes of the Program as follows:

ARTICLE I

NAME

- 1.1 This Trust is known as the Southern Illinois Construction Advancement Program (SICAP).

ARTICLE II

DEFINITIONS

As used herein the following terms shall mean:

- 2.1 "TRUST" or "PROGRAM". This instrument, including any amendments hereto and all modifications hereof.

2.2 "ASSOCIATION". The Southern Illinois Builders Association.

2.3 "TRUSTEES". The undersigned original Trustees hereof and their respective successors named and appointed as hereinafter provided.

2.4 "FUND". The trust estate and its assets which will include all Employer Contributions, cash, investments, income therefrom, and any and all other property whatsoever received, held and administered by the Trustees hereof for the uses, purposes and trusts set forth herein.

2.5 "EMPLOYER CONTRIBUTIONS". Payments by Employers of construction labor to the Fund.

2.6 "EMPLOYER". Employers of construction labor making payments or contributions to the Fund.

2.7 "EMPLOYEES". Construction labor employees of an Employer defined in Section 2.6, above.

2.8 "COUNCIL". The Southwestern Illinois Building Trades Council, voluntary cooperative group comprised of AFL-CIO Building Trades Unions whose members are Employees of Employers contributing to the Fund.

ARTICLE III

ESTABLISHMENT OF PROGRAM

3.1 The Southern Illinois Construction Advancement Program (SICAP) has been established, contributions to which shall be received, held and administered in accordance with the terms and provisions hereof for the purposes and objectives set forth in Article IV hereof, and all purposes incidental, complimentary, and supplemental thereto as determined by the Trustees hereof.

ARTICLE IV

PURPOSES

4.1 The Program and Fund are created for the purposes of receiving, holding, administering and disbursing funds to be used in promoting and advancing the construction business and industry in Southern Illinois, and more particularly, but not limited to, promotion of safety and accident prevention in the industry, supervisory training, construction technical education, safety education and promotion, accident prevention, and plans and means for improving public and personnel relations, market development, standardization of contracts and specifications, job coordination, cooperation and coordination between architects, engineers, contractors, subcontractors, construction owners and the Building Trades Unions; collection and distribution of information useful and beneficial to the construction industry, and otherwise promoting and advancing the interest and common good of the construction industry in Southern Illinois.

And the Trustees shall have power to approve and finance from the Fund means, plans and programs established to carry out the foregoing purposes.

ARTICLE V

USE AND APPLICATION OF THE FUND

5.1 USE OF THE FUND. The Trustees shall use and apply the Fund for the following purposes:

(a) To pay and provide for the payment of all reasonable and necessary expenses of handling and administering the Fund and Program, including, but not limited to, all expenses incurred in connection with the establishment of the Program, the employment of administrative, accounting, actuarial, legal, clerical and other expert assistance, the renting or leasing of such premises and the purchasing or leasing of all such materials, supplies and equipment (all of which foregoing acts and things the Trustees shall have power to do) as the Trustees, in their discretion, find necessary or appropriate in the performance of their duties and the administration of the Program.

(b) To pay or provide for payment of all cost and expenses of such means, plans and program as shall be approved by the Trustees, established for purposes set forth herein for which the Program and Fund is created, based on budgeted requests from the sponsors of such means, plans and programs, in such amounts as shall be approved by the Trustees.

(c) To establish and accumulate reserves to be used for the purposes of the Fund.

(d) To invest and reinvest monies or other properties of the Program until needed for purposes of the Program.

5.2 DEPOSITORY. All contributions and other funds received by the Trustees hereunder as part of the Fund shall be deposited by them in such bank or banks as the Trustees may designate for that purpose and all withdrawal of funds from such bank or banks (except hereinafter provided) shall be made only by check signed jointly by two (2) of the Trustees as shall be designated and authorized by action of the Board of Trustees. The Trustees in their discretion by resolution may designate and authorize an agent or employee of the Trust to sign checks upon a separate and specified bank account established for such purpose in such amounts as limited by such resolution.

5.3 INVESTMENTS. The Trustees may hold and invest and reinvest such monies of the Fund as said Trustees, in their sole discretion, determine are not required for current expenditures in obligations of the United States of America, any State or Municipality thereof, Savings Accounts or time deposits in Banks and Savings Accounts in Savings and Loan Association, and in such stocks, bonds, mutual or common funds, secured real estate loans and other investments as said Trustees, in their sole discretion, deem safe and appropriate for investments for prudent men.

5.4 BONDING. The Trustees who are empowered and authorized to sign checks of the Fund, as aforesaid, and each Trustee and Employee or Agent of the Program who may be engaged in handling monies of the Fund may be bonded against fraud and dishonesty, at the expense of the Fund, in such amount as the Trustees shall determine to be necessary and desirable.

5.5 RECEIPT OF CONTRIBUTIONS. In order to carry out and effectuate the purposes hereof, the Trustees shall have power to specify the place and manner in which payment of Contributions to the Fund shall be made, which, however, shall not be in contravention of any provisions of any collective bargaining agreement, and Contributing Employers shall be notified in writing of all such requirements.

5.6 MINISTERIAL POWERS. The Trustees may delegate any of their ministerial powers and duties to any of their employees or agents or one (1) or more of the Trustees.

5.7 GENERAL POWERS. In addition to all powers expressly set forth herein, the Trustees shall have power and authority to do all things and acts incidental thereto and all things and acts deemed necessary or desirable by them for the proper and necessary administration and operation of the Program and its objectives as well as all implied powers accorded Trustees.

5.8 The Fund shall not be used for the payment of dues or membership fees on behalf of the Association and/or any other management trade association; lobbying in support of anti-labor legislation; to subsidize contractors during a period of periods of work stoppages or strikes; to pay the cost of litigation before a court or administrative body against unions or for any activity injurious to the unions.

ARTICLE VI

CONCERNING THE TRUSTEES

6.1 (A) ADMINISTRATION. The Program and Fund shall be administered by a Board of Trustees consisting of seven (7) natural persons consisting of six (6) appointed by the President of the Association and one (1) who shall be the Secretary of the Southwestern Illinois Building and Construction Trades Council.

6.1 (B) In the event that other associations contribute to the Fund, the Board of Trustees may be increased, at the discretion of the Association, to provide for representation of said associations.

6.2 OFFICERS. The Board of Trustees shall at an annual meeting elect or appoint from among its members the following officers of said Board to hold office until the next annual meeting of said Board and until their respective successors have been duly appointed and qualified:

A Chairman of the Board who shall preside at all meetings of the Trustees, who shall be the chief executive officer of the Program and who shall perform such other duties as the Trustees may from time to time delegate to him/her;

A Secretary of the Board who shall keep a complete and accurate record of all meetings and proceedings of the Trustees; and,

6.3 MEETING OF TRUSTEES. Trustees shall hold meetings from time to time on call of the Chairman of the Board as may be required, provided, that meetings shall be held at least quarterly each year.

6.4 BOARD CERTIFICATION. Certification by the Chairman and Secretary of the Board of Trustees at any particular time as to the number and personnel of the Trustees, as to the officers of the Board of Trustees may be relied upon by all persons dealing with the Trustees, the Program or the Fund.

6.5 RESIGNATION OF THE TRUSTEES. A Trustee may resign and be and remain fully discharged from all further duty or responsibility hereunder upon giving thirty (30) days notice in writing thereof to the Secretary of the Board of Trustees, the Association and the Council or such shorter notice as the Board of Trustees, the Association and the Council may accept as sufficient, in which notice there shall be stated a date when such resignation shall take effect; and such resignation shall take effect on the date specified in the notice unless a successor Trustee shall have been appointed at an earlier date, in which event such resignation shall take effect immediately upon the appointment of such successor Trustee.

6.6 REMOVAL OF TRUSTEES. It is expected that Trustees attend meetings on a regular basis, unless excused. Repeated absences may result in removal from the Board of Trustees. Any Trustee may be removed from office at any time for any reason by action of the entity responsible for appointment of said Trustee.

6.7 APPOINTMENT OF SUCCESSOR TRUSTEE In the event of the death, disqualification, disability, inability, refusal to act, removal, resignation, forfeiture of office or other termination of office of any Trustee hereunder, a successor to fill such vacancy shall be named and appointed forthwith by the entity responsible for appointment of said Trustee. Written certification of such appointment shall be furnished to the Secretary of the Board of Trustees by the appointing entity. Any successor Trustee upon his/her appointment as such and his/her acceptance in writing filed with the Secretary of the Board of Trustees shall become vested with all title, rights, powers, and duties of a Trustee hereunder with like effect as if originally named as a Trustee.

6.8 QUORUM AND VOTING. All action by the Board of Trustees hereunder shall be by unanimous vote of the Trustees attending a meeting of the Trustees at which a quorum is present, such quorum to consist of at least a majority of the whole Board of Trustees, and any action so taken shall have the same effect and force as if taken by all of the Trustees, provided, that action by the Trustees may also be taken by them in writing without a meeting, provided, that in such case there shall be unanimous concurrence of all Trustees in such action, evidenced in writing by all of said Trustees then in office. If the member realizes that he will not be able to be present at this upcoming meeting, he may designate another member to cast his/her proxy vote in writing, executed and dated by the designating Trustee. If his/her proxy privilege is not exercised, and a committee vote is taken, that absent member's vote becomes a part of the majority vote.

6.9 NOTICE OF MEETING. The Chairman of the Board of Trustees may call a meeting of the Trustees at any time by giving at least five (5) days written notice by certified mail of the time and place thereof to the remaining Trustees. Any three (3) Trustees may call a meeting of the Trustees at any time by giving like notice. Meetings of the Trustees may also be held at any time without notice if all of the Trustees are present or consent thereto in writing.

6.10 TERM OF TRUSTEES. Each Trustee hereunder shall continue to serve as such until his/her death, incapacity, resignation, forfeiture or other termination of office.

6.11 BOOKS AND RECORDS. The Board of Trustees shall keep true and accurate books of account and records of all their transactions, which shall be audited/reviewed annually, or more often as may be required by action of the Trustees, by a certified public accountant. A duly signed and certified copy thereof shall be delivered to the Association and the Council and copies thereof made available to any contributing Employer or cooperating Union.

6.12 EMOLUMENTS AND EXPENSES OF TRUSTEES. No Trustee shall receive or accept any compensation or other emolument from the Program or Fund or other source for any service rendered in connection with the Trust, except that Trustees shall be entitled to be reimbursed by the Fund for all reasonable and necessary expenses which they may incur in attendance at meetings of Trustees or the performance of their duties as such, including, among other things, all expenses they may incur to defend or prosecute any action or actions brought against or by them, individually or collectively, by virtue of serving or having served as a Trustee hereof.

6.13 EMPLOYMENT OF AGENTS AND EXONERATION OF TRUSTEES. The Trustees may employ attorneys, accountants, auditors, experts, and the Association provided that services provided shall be solely for the benefit of the Program and not conflict with its purposes and no Trustee hereof shall be liable for any act of omission or commission by or of any other Trustee or Trustees; or of any attorney, auditor, accountant or expert selected by the Trustees with reasonable care, nor shall any Trustee be individually or personally liable for any obligation of the Program or Fund, or for his/her own acts or failure to act, unless it involves willful misconduct or gross negligence.

Said Trustees shall not be liable for acting upon any papers, documents, data or information believed by them to be genuine and accurate and to be made, executed and delivered by proper parties, nor shall they be liable for any act concerning which they relied upon the opinion of legal, accounting or other professional counsel.

6.14 MANNER OF VOTING Each Trustee shall have one (1) vote upon all matters

6.15 RULES AND REGULATIONS. The Board of Trustees may establish such rules and regulations governing procedures of the Board, including designation of necessary committees and the work thereof, and procedures for the administration of the Fund

ARTICLE VII

AMENDMENTS

7.1 METHOD OF AMENDMENT. This Agreement and Declaration of Trust may be amended at any time and from time to time by a two-thirds vote of all of the Trustees constituting the then Board of Trustees and by approval of the Association, provided, that no amendment shall divert the Fund, or any part thereof, to purposes other than those herein provided.

7.2 NOTICE REQUIRED. Any action by the Trustees to amend this Agreement and Declaration of Trust pursuant to the foregoing provision shall be taken after sixty (60) days notice to all Trustees and the Association.

ARTICLE VIII

TERMINATION OF PROGRAM

8.1 METHOD OF TERMINATION. This Trust may be terminated when there is no longer in effect any agreement requiring any Employer to make payments hereto.

This Trust shall also terminate when and if the Fund and its assets are completely exhausted and there are no employers obligated to make any payments thereto.

8.2 APPLICATION OF FUND ON TERMINATION. In the event of termination of this Trust for any reason, the Trustees, after payment of all expenses, shall pay over any assets remaining, if any, to a civic fund in Southern Illinois selected by the last Board of Trustees.

ARTICLE IX

CONTRIBUTIONS

9.1 Contributions to this Program may be accepted from Employers and others and may be made pursuant to collective bargaining agreements which call for payment by Employers to this Program. The Board of Trustees shall have the right to name welfare, vacation and pension fund offices as the parties to whom Employers shall remit their contributions as set forth in collective bargaining agreements.

ARTICLE X

MISCELLANEOUS PROVISIONS

10.1 LIMITATION ON BENEFICIAL INTEREST. No Employee, Employer, Union, the Association, the Council, fringe benefit fund under any collective bargaining agreement, beneficiary

of any plan approved hereunder for payment of funds hereof, any person claiming by or through any of the same, or otherwise, or any person, business entity or association shall have any vested right, title or interest in or to the Fund or any part thereof.

10.2 DECISIONS OF TRUSTEES. All decisions of the Trustees hereunder upon any matter within the scope of their authority shall be final and binding upon all persons.

10.3 DEALING WITH TRUSTEES. No person, partnership, corporation or Association dealing with the Trustees shall be obliged to see to the application of any funds or property of the Program or the Fund or to see that the terms of this Trust have been complied with, or be obliged to inquire into the necessity or expediency of any act of the Trustees, and every instrument executed by the Trustees shall be conclusive in favor of any person, partnership, corporation or Association relying thereon that at the time of the delivery of such instrument, the Trust was in full force and effect; that said instrument was executed in accordance with the terms and conditions of the Trust; and that the Trustees were duly authorized and empowered to execute such instrument.

10.4 ILLINOIS LAW TO GOVERN. This Trust is accepted by the Trustees in the State of Illinois, and all questions pertaining to its validity, construction and administration shall be determined in accordance with the laws of that State. Jurisdiction shall be proper in St. Clair County, Illinois and venue shall be proper only there.

10.5 The Fund and the Trust established pursuant to this provision are contingent upon and subject to obtaining such approval of the Commission of Internal Revenue as the Southern Illinois Builders Association may find necessary to establish the deductibility for income tax purposes of contributions made by the Employers for The Fund as being tax exempt under the applicable provisions of the Internal Revenue code. In the event that the Commissioner of Internal Revenue requires any modification of this provision or of the Trust, such modification shall be made in order to qualify payments for the Program as being tax exempt.

IN WITNESS WHEREOF, the undersigned Trustees and the Association have signed this Amended Agreement and Declaration of Trust, this 20th day of Nov., 2010.

"Trustees"

M. D. D. D.

Y. K.

M. B. C.
S. H. L.

Raneta Bunker

John J. ...

E. T. ...