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

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.

[illegible]

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

Part IV Checklist of Required Schedules

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

Part IV

Checklist of Required Schedules (continued)

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

Part V Statements Regarding Other IRS Filings and Tax Compliance			
Check if Schedule O contains a response to any question in this Part V ☐			
		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	1a	49
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes
2a	Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return.	2a	646
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	2b	Yes
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	Yes
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O.	3b	Yes
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	No
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?	6a	No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	No
d	If "Yes," indicate the number of Forms 8282 filed during the year.	7d	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	Yes
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8	
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?	9a	
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b	
10	Section 501(c)(7) organizations. Enter		
a	Initiation fees and capital contributions included on Part VIII, line 12.	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.	10b	
11	Section 501(c)(12) organizations. Enter		
a	Gross income from members or shareholders.	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.	13a	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.	13b	
c	Enter the amount of reserves on hand.	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	No
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14b	

Part VI

Governance, Management, and Disclosure

For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.
Check if Schedule O contains a response to any question in this Part VI

Section A. Governing Body and Management			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	22		
b	Enter the number of voting members included in line 1a, above, who are independent	19		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	Yes	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Does the organization have members or stockholders?	6		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		No
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)			Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a		No
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	10b		
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (See instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	Yes	
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b	Yes	

Section C. Disclosure	
17	List the States with which a copy of this Form 990 is required to be filed
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you make these available. Check all that apply. ☐ Own website ☐ Another's website ☒ Upon request
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table.
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization. SAM D GEORGE JR CFO 7730 NORTH POINT DRIVE WINSTONSALEM, NC 27106 (336) 245-5615

Part VII

(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 Additional Data Table										
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								2,512,175	0	1,141,328

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 ►14

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

Section B. Independent Contractors

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

(A)	(B)	(C)
Name and business address	Description of services	Compensation
WINSTON PERSONNEL GROUP 253 EXECUTIVE PARK BLVD WINSTONSALEM, NC 27113	TEMPORARY EMPLOYEES	1,353,981
KELLY SERVICES INC PO BOX 530437 ATLANTA, GA 303530437	TEMPORARY EMPLOYEES	979,500
GOODWILL INDUSTRIES OF NWNC PO BOX 4299 WINSTONSALEM, NC 271154299	TEMPORARY EMPLOYEES	754,209
THE OPPORTUNITIES GROUP INC 415 CLAREMONT AVE UNIT 4-C MONTCLAIR, NJ 07042	SALES CONSULTING	436,239
WILKES VOCATIONAL SERVICES 501 ELKIN HIGHWAY NORTH WILKESBORO, NC 286593457	TEMPORARY EMPLOYEES	331,146

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 ▶16

Part VIII

Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns . . .	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d	2,000				
	e	Government grants (contributions)	1e	216,147				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	837,782				
	g	Noncash contributions included in lines 1a-1f \$		18,947				
	h	Total. Add lines 1a-1f		1,055,929				
Program Service Revenue	2a		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)		19,206			19,206
4		Income from investment of tax-exempt bond proceeds . . .						
5		Royalties						
6a		Gross Rents	(i) Real	(ii) Personal				
b		Less rental expenses						
c		Rental income or (loss)						
d		Net rental income or (loss)						
7a		Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other	33,915			
b		Less cost or other basis and sales expenses			5,616			
c		Gain or (loss)			28,299			
d		Net gain or (loss)			28,299			28,299
8a		Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18						
b		Less direct expenses						
c		Net income or (loss) from fundraising events . . .						
9a		Gross income from gaming activities See Part IV, line 19						
b		Less direct expenses						
c		Net income or (loss) from gaming activities . . .						
10a		Gross sales of inventory, less returns and allowances						
b		Less cost of goods sold						
c		Net income or (loss) from sales of inventory . . .			35,728,328	35,728,328		
Miscellaneous Revenue		Business Code						
11a	PASS-THRU INCOME(LOSS)	900099		478,151	-93,387	571,538		
b	MISCELLANEOUS INCOME	900099		47,397			47,397	
c								
d	All other revenue							
e	Total. Add lines 11a-11d			525,548				
12	Total revenue. See Instructions			37,357,310	35,634,941	571,538	94,902	

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	21,038	21,038		
2	Grants and other assistance to individuals in the U S See Part IV, line 22	8,890	8,890		
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	1,099,744	549,872	549,872	
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	6,721,483	5,468,969	1,080,787	171,727
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9	Other employee benefits	9,680,014	9,037,389	579,895	62,730
10	Payroll taxes	1,720,086	1,626,938	84,273	8,875
a	Fees for services (non-employees) Management				
b	Legal	64,343		64,343	
c	Accounting	83,246		83,246	
d	Lobbying	6,038		6,038	
e	Professional fundraising services See Part IV, line 17	12,500			12,500
f	Investment management fees				
g	Other	1,663,304		1,663,304	
12	Advertising and promotion	310,340	150,964	159,376	
13	Office expenses	872,379	750,577	121,802	
14	Information technology				
15	Royalties				
16	Occupancy	106,579	93,811	12,768	
17	Travel	821,432	657,142	164,290	
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest	41,741	41,741		
21	Payments to affiliates	4,462,912	4,462,912		
22	Depreciation, depletion, and amortization	1,208,497	1,031,208	177,289	
23	Insurance	57,856	52,166	5,690	
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	BAD DEBTS	288,716	288,716		
b	EMPLOYEE ACTIVITIES	229,315	229,315		
c	UNRELATED BUSINESS TAX	176,218		176,218	
d	TRUCK EXPENSES	157,131	148,244	8,887	
e	CLEANING & MAINTENANCE	132,082	118,900	13,182	
f	All other expenses	304,077	304,077		
25	Total functional expenses. Add lines 1 through 24f	30,249,961	25,042,869	4,951,260	255,832
26	Joint costs. Check here ☐ if following SOP 98-2 (ASC 958-720) Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X

Balance Sheet

					(A)		(B)
					Beginning of year		End of year
Assets	1	Cash—non-interest-bearing			5,301,684	1	9,002,137
	2	Savings and temporary cash investments			502,191	2	1,615,990
	3	Pledges and grants receivable, net			259,168	3	565,187
	4	Accounts receivable, net			10,093,192	4	9,025,590
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L			226,334	5	246,287
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers, and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Schedule L				6	
	7	Notes and loans receivable, net			200,000	7	0
	8	Inventories for sale or use			10,841,643	8	12,653,638
	9	Prepaid expenses and deferred charges			217,503	9	1,112,782
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	21,386,914			
	b	Less: accumulated depreciation	10b	9,146,842	12,678,007	10c	12,240,072
	11	Investments—publicly traded securities				11	
	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			897,771	15	1,186,770
	16	Total assets. Add lines 1 through 15 (must equal line 34)			41,217,493	16	47,648,453
Liabilities	17	Accounts payable and accrued expenses			17,366,286	17	16,736,265
	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			1,527,379	23	1,426,370
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities. Complete Part X of Schedule D				25	
	26	Total liabilities. Add lines 17 through 25			18,893,665	26	18,162,635
Net Assets or Fund Balances		Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.					
	27	Unrestricted net assets			21,896,057	27	28,621,434
	28	Temporarily restricted net assets			241,517	28	668,214
	29	Permanently restricted net assets			186,254	29	196,170
		Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			22,323,828	33	29,485,818
	34	Total liabilities and net assets/fund balances			41,217,493	34	47,648,453

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	37,357,310
2	Total expenses (must equal Part IX, column (A), line 25)	2	30,249,961
3	Revenue less expenses Subtract line 2 from line 1	3	7,107,349
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	22,323,828
5	Other changes in net assets or fund balances (explain in Schedule O)	5	54,641
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	29,485,818

Part XII Financial Statements and Reporting

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

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

SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

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

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization
WINSTON-SALEM INDUSTRIES FOR THE BLIND INC

Employer identification number
56-6001467

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

1

☐

A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2

☐

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)

3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state

5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)

6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7

☐

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)** (Complete Part II)

8

☐

A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)

9

☒

An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)

10

☐

An organization organized and operated exclusively to test for public safety See**section 509(a)(4).**

11

☐

An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - Other

e

☐

By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f

☐

If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box

g

☐

Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

(i)

a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?

(ii)

a family member of a person described in (i) above?

(iii)

a 35% controlled entity of a person described in (i) or (ii) above?

h

☐

Provide the following information about the supported organization(s)

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support
			Yes	No	Yes	No	Yes	No	
Total									

Part II

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

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

Section A. Public Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public Support. Subtract line 5 from line 4						

Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 Total support (Add lines 7 through 10)						
12 Gross receipts from related activities, etc (See instructions)					12	
13 First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here ▶						

Section C. Computation of Public Support Percentage						
14 Public Support Percentage for 2010 (line 6 column (f) divided by line 11 column (f))					14	
15 Public Support Percentage for 2009 Schedule A, Part II, line 14					15	
16a 33 1/3% support test—2010. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶						
b 33 1/3% support test—2009. If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶						
17a 10%-facts-and-circumstances test—2010. If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ▶						
b 10%-facts-and-circumstances test—2009. If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ▶						
18 Private Foundation If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions ▶						

Part IIISupport Schedule for Organizations Described in Section 509(a)(2)
(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	647,329	829,152	234,160	590,447	1,055,929	3,357,017
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	78,839,410	80,729,748	100,769,704	115,088,903	133,913,149	509,340,914
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	79,486,739	81,558,900	101,003,864	115,679,350	134,969,078	512,697,931
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	94,711	153,475	575	34,750	168,041	451,552
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0
c Add lines 7a and 7b	94,711	153,475	575	34,750	168,041	451,552
8 Public Support (Subtract line 7c from line 6)						512,246,379

Section B. Total Support						
Calendar year (or fiscal year beginning in)	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
9 Amounts from line 6	79,486,739	81,558,900	101,003,864	115,679,350	134,969,078	512,697,931
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	32,264	9,802	9,984	11,939	19,206	83,195
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975				159,656	362,670	522,326
c Add lines 10a and 10b	32,264	9,802	9,984	171,595	381,876	605,521
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	85,754	-43,586	233,809	340,202	-45,990	570,189
13 Total support (Add lines 9, 10c, 11 and 12)	79,604,757	81,525,116	101,247,657	116,191,147	135,304,964	513,873,641
14 First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section501(c)(3) organization, check this box and stop here ☐						

Section C. Computation of Public Support Percentage			
15 Public Support Percentage for 2010 (line 8 column (f) divided by line 13 column (f))	15	99.680 %	
16 Public support percentage from 2009 Schedule A, Part III, line 15	16	99.680 %	

Section D. Computation of Investment Income Percentage			
17	Investment income percentage for 2010 (line 10c column (f) divided by line 13 column (f))	17	0.120 %
18	Investment income percentage from 2009 Schedule A, Part III, line 17	18	0.080 %
19a	33 1/3% support tests—2010. If the organization did not check the box on line 14, and line 15 is more than 33 1/3% and line 17 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization ☒		
b	33 1/3% support tests—2009. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization ☐		
20	Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions ☐		

Part IV

Supplemental Information. Supplemental Information. Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

Additional Data

Software ID:

Software Version:

EIN: 56-6001467

Name: WINSTON-SALEM INDUSTRIES FOR THE BLIND INC

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KAREN CAREY ASSISTANT SECRETARY	1 00	X						0	0	0
JAMIE DEAN DIRECTOR	1 00	X						0	0	0
JUDY BULLARD DIRECTOR	1 00	X						0	0	0
JOHN GOOGE ASSISTANT TREASURER	1 00	X						0	0	0
DAVID GOOGE VICE CHAIR	1 00	X						0	0	0
PATRICK GRANTHAM DIRECTOR	1 00	X						0	0	0
HARVEY MCINTYRE DIRECTOR	1 00	X						0	0	0
SHIRLEY SHOUSE CHAIR	1 00	X						0	0	0
MARK TONNESEN DIRECTOR	1 00	X						0	0	0
SUSAN HAUSER DIRECTOR	1 00	X						0	0	0
WLOUIS BISSETTE JR DIRECTOR	1 00	X						0	0	0
DR KERRY COLLINS DIRECTOR	1 00	X						0	0	0
ALAN DALLA PALU DIRECTOR	1 00	X						0	0	0
CAROLYN MYERS DIRECTOR	1 00	X						0	0	0
RICHARD SIEG DIRECTOR	1 00	X						0	0	0
MIKE FAIRCLOTH DIRECTOR	1 00	X						0	0	0
KATHRYN GARNER DIRECTOR	1 00	X						0	0	0
DAVID PLYLER DIRECTOR	1 00	X						0	0	0
JOHN BRAIS DIRECTOR	1 00	X						0	0	0
JEFF CLARK DIRECTOR	1 00	X						0	0	0
BOB NEWELL DIRECTOR	1 00	X						0	0	0
TODD LYNCH DIRECTOR	1 00	X						0	0	0
DANIEL BOUCHER EXECUTIVE CHAIRMAN	40 00			X				379,532	0	163,673
DAVID HORTON EXECUTIVE DIRECTOR	40 00			X				331,888	0	153,098
JESUS A MANGUAL EXECUTIVE VP	40 00			X				258,273	0	120,316

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JEANNE WILKINSON VP OF BUSINESS STRATEGIES	40 00			X				165,652	0	71,056
SAM D GEORGE JR CHIEF FINANCIAL OFFICER	40 00			X				190,933	0	108,778
PAMELA MILLER VP OF OPTICAL OPS	40 00			X				128,750	0	77,470
DANIEL KELLY VP OF OPERATIONS	40 00			X				166,850	0	89,684
DAVID HAMPTON VP OF HUMAN RESOURCES	40 00			X				122,532	0	40,818
JERRY O'HAGAN DIRECTOR OF BASE SUPPLY CENTERS	40 00				X			200,157	0	90,775
RANDY BUCKNER DIRECTOR OF ASHEVILLE OPERATIONS	40 00					X		133,939	0	65,956
SILAS MARTIN MANAGER IT	40 00					X		110,462	0	41,942
DAVID BARNWELL DIRECTOR OF DEVELOPMENT	40 00					X		109,206	0	37,244
GARY MENDELSON SUPPLY CHAIN MANAGER	40 00					X		104,298	0	50,407
KATHLEEN BURKE DIRECTOR OF OPTOMETRY GREENVILLE VA	40 00					X		109,703	0	30,111

SCHEDULE C

(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶ **Complete if the organization is described below.**
▶ **Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.**

OMB No 1545-0047

2010

Open to Public
Inspection

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

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

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

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

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

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

Name of the organization
WINSTON-SALEM INDUSTRIES FOR THE BLIND INC

Employer identification number

56-6001467

Part I-A

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

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

Part I-B

Complete if the organization is exempt under section 501(c)(3).

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

Part I-C

Complete if the organization is exempt under section 501(c) except section 501(c)(3).

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

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

Part II-A

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

A

Check

☐

if the filing organization belongs to an affiliated group

B

Check

☐

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

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

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

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

Part II-B

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

		(a)		(b)	
		Yes	No	Amount	
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of				
	a Volunteers?				No
	b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?				No
	c Media advertisements?				No
	d Mailings to members, legislators, or the public?		No		
	e Publications, or published or broadcast statements?		No		
	f Grants to other organizations for lobbying purposes?		No		
	g Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes		915	
	h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	Yes		4,757	
	i Other activities? If "Yes," describe in Part IV	Yes		366	
j Total lines 1c through 1i			6,038		
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No		
b	If "Yes," enter the amount of any tax incurred under section 4912				
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912				
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?				

Part III-A

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

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

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

Part IV

Supplemental Information

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

Identifier	Return Reference	Explanation
PART IV, SUPPLEMENTAL INFORMATION		PART II-B, LINE 1(H), RALLIES, DEMONSTRATIONS, SEMINARS, CONVENTIONS, SPEECHES, LECTURES, OR ANY SIMILAR MEANS IN MARCH 2011 OFFICERS AND STAFF MEMBERS OF WINSTON-SALEM INDUSTRIES FOR THE BLIND, INC (IFB) ATTENDED THE NATIONAL INDUSTRIES FOR THE BLIND PUBLIC POLICY FORUM. THE ATTENDEES MET WITH SENATORS AND OTHER LEGISLATORS TO DISCUSS LAWS RELATING TO THE BLIND AND VISUALLY-IMPAIRED POPULATIONS. PART II-B, LINE 1(I), OTHER ACTIVITIES. IFB ENGAGED A CONSULTANT TO DRAFT A MEMO TO THE HOUSE OF REPRESENTATIVES OF THE COMMONWEALTH OF PUERTO RICO REGARDING A PUBLIC LAW AFFECTING THE BLIND AND VISUALLY IMPAIRED.

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
WINSTON-SALEM INDUSTRIES FOR THE BLIND INC

Employer identification number
56-6001467

Part I

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

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

Part II

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

1

Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or pleasure)

☐ Preservation of an historically importantly land area

☐ Protection of natural habitat

☐ Preservation of a certified historic structure

☐ Preservation of open space

2

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

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

3

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

4

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

5

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

☐ Yes ☐ No

6

Staff and volunteer hours devoted to monitoring, inspecting and enforcing conservation easements during the year ► _____

7

Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ► \$ _____

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9

In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III

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

1a

If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b

If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1

► \$ _____

(ii) Assets included in Form 990, Part X

► \$ _____

2

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a

Revenues included in Form 990, Part VIII, line 1

► \$ _____

b

Assets included in Form 990, Part X

► \$ _____

For Privacy Act and Paperwork Reduction Act Notice, see the Intructions for Form 990

Cat No 52283D

Schedule D (Form 990) 2010

Part III

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

3

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

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

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

5

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

☐ Yes

☐ No

Part IV

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

1a

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

☐ Yes

☐ No

b

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

	Amount
1c	
1d	
1e	
1f	

2a

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

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIV

Part V

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

	(a)Current Year	(b)Prior Year	(c)Two Years Back	(d)Three Years Back	(e)Four Years Back
1a	Beginning of year balance	203,706	177,462	151,643	
b	Contributions	9,916	12,446	23,170	
c	Investment earnings or losses	10,885	15,169	3,679	
d	Grants or scholarships				
e	Other expenditures for facilities and programs				
f	Administrative expenses	1,657	1,371	1,030	
g	End of year balance	222,850	203,706	177,462	

2

Provide the estimated percentage of the year end balance held as

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶ 100 000 %

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

b

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

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

4

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

Part VI

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		1,711,454		1,711,454
b Buildings		8,110,154	3,716,154	4,394,000
c Leasehold improvements		2,052,183	189,937	1,862,246
d Equipment		7,771,160	4,369,971	3,401,189
e Other		1,741,963	870,780	871,183
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) ▶				12,240,072

Schedule D (Form 990) 2010

Part XI

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	37,357,310
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	30,249,961
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	7,107,349
4	Net unrealized gains (losses) on investments	4	6,108
5	Donated services and use of facilities	5	48,533
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	54,641
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	7,161,990

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	37,362,673
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	6,108
b	Donated services and use of facilities	2b	233,736
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	-197,256
e	Add lines 2a through 2d	2e	42,588
3	Subtract line 2e from line 1	3	37,320,085
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	37,225
c	Add lines 4a and 4b	4c	37,225
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	37,357,310

Part XIII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	30,200,683
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	185,203
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	185,203
3	Subtract line 2e from line 1	3	30,015,480
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	234,481
c	Add lines 4a and 4b	4c	234,481
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	30,249,961

Part XIV

Supplemental Information

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

Identifier	Return Reference	Explanation
DESCRIPTION OF INTENDED USE OF ENDOWMENT FUNDS	PART V, LINE 4	THE ENDOWMENT WAS ESTABLISHED TO PROVIDE A PERMANENT FUND WHICH MAY BE USED TO SUPPORT THE ONGOING NEEDS OF IFB
DESCRIPTION OF UNCERTAIN TAX POSITIONS UNDER FIN 48	PART X	IFB IS EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. IN ADDITION, IFB QUALIFIES FOR CHARITABLE CONTRIBUTION DEDUCTIONS UNDER SECTION 170(B)(1)(A) AND HAS BEEN CLASSIFIED AS AN ORGANIZATION OTHER THAN A PRIVATE FOUNDATION UNDER SECTION 509(A)(1). ALTHOUGH MANAGEMENT HAS DETERMINED THAT IT IS MORE LIKELY THAN NOT TO MAINTAIN ITS TAX-EXEMPT STATUS, THE FINANCIAL STATEMENTS REFLECT A PROVISION AND LIABILITY FOR FEDERAL AND STATE INCOME TAXES RESULTING FROM UNRELATED BUSINESS INCOME GENERATED BY PROFITABLE OPERATIONS OF A COMPANY IN WHICH IFB HOLDS A 49% MEMBER INTEREST. EXCEPT FOR THE DISCLOSURE HEREIN, MANAGEMENT HAS DETERMINED THAT THERE ARE NO OTHER MATERIAL UNRECOGNIZED TAX BENEFITS OR OBLIGATIONS AS OF SEPTEMBER 30, 2011.
PART XII, LINE 2D - OTHER ADJUSTMENTS		RECLASS UNRELATED BUSINESS INCOME TAX TO EXPENSE -176,218 RECLASS GRANTS PAID TO EXPENSE - 21,038
PART XII, LINE 4B - OTHER ADJUSTMENTS		RECLASS GAIN ON DISPOSAL OF FIXED ASSETS TO REVENUE 28,299 RECLASS GOVERNMENT GRANTS TO REVENUE 8,926
PART XIII, LINE 4B - OTHER ADJUSTMENTS		RECLASS UNRELATED BUSINESS INCOME TAX TO EXPENSE 176,218 RECLASS GRANTS PAID TO EXPENSE 21,038 RECLASS GAIN ON DISPOSAL OF FIXED ASSETS TO REVENUE 28,299 RECLASS GOVERNMENT GRANTS TO REVENUE 8,926

OMB No 1545-0047

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

Open to Public Inspection

Employer identification number
56-6001467

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

[illegible]

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. Cat No 50055P **Schedule I (Form 990) 2010**

Part III

Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 22.
Use Schedule I-1 (Form 990) if additional space is needed.

(a)Type of grant or assistance	(b)Number of recipients	(c)Amount of cash grant	(d)Amount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
(1) SCHOLARSHIPS FOR HIGHER EDUCATION	2	3,000			
(2) TUITION REIMBURSEMENT	4	5,890			

Part IV

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

Identifier	Return Reference	Explanation
PROCEDURE FOR MONITORING GRANTS IN THE U S	PART I, LINE 2	SCHEDULE I, PART I, LINE 2 IFB OFFERS TWO SCHOLARSHIPS, ONE OF WHICH IS AVAILABLE ONLY TO ELIGIBLE SIGHTED, BLIND AND VISUALLY-IMPAIRED EMPLOYEES WHO ARE FULL-TIME AND HAVE ONE YEAR OF SERVICE AND THE OTHER SCHOLARSHIP IS AVAILABLE ONLY TO ELIGIBLE BLIND AND VISUALLY-IMPAIRED EMPLOYEES AND THEIR DEPENDENTS TO BE ELIGIBLE FOR THESE SCHOLARSHIPS A CANDIDATE MUST BE ACCEPTED TO, OR CURRENTLY ATTENDING, A POST-SECONDARY EDUCATIONAL INSTITUTION EACH CANDIDATE MUST SUBMIT A SCHOLARSHIP APPLICATION, EVIDENCE OF ACCEPTANCE OR ATTENDANCE, AND THE BILL FOR TUITION FROM THEIR RESPECTIVE SCHOOLS SCHOLARSHIP RECIPIENTS ARE CHOSEN FROM THE POOL OF CANDIDATES BY A COMMITTEE CONSISTING OF HUMAN RESOURCES AND EXECUTIVE MANAGEMENT THE AMOUNTS OF INDIVIDUAL SCHOLARSHIP AWARDS ARE DETERMINED BASED ON THE INDIVIDUAL'S COST OF TUITION AND THE NUMBER OF CANDIDATES APPLYING FOR EACH SCHOLARSHIP ALSO PROVIDED IS TUITION REIMBURSEMENT FOR SIGHTED, BLIND AND VISUALLY-IMPAIRED EMPLOYEES EMPLOYEES WISHING TO RECEIVE REIMBURSEMENT MUST COMPLETE A REQUEST FORM DETAILING THE COURSES THEY WISH TO TAKE AND HOW THOSE COURSES CONTRIBUTE TO THEIR CURRENT POSTION WITHIN THE COMPANY THESE FORMS ARE REVIEWED AND APPROVED BY THE IMMEDIATE SUPERVISOR AND THE EMPLOYEE RELATIONS MANAGER UPON COMPLETION OF THE COURSE(S), THE EMPLOYEE SUBMITS A GRADE REPORT, AND AS LONG AS A GRADE OF C OR BETTER IS RECEIVED THE EMPLOYEE IS REIMBURSED FOR THE COST OF TUITION

Schedule J
(Form 990)

Compensation Information

OMB No 1545-0047

2010

Open to Public Inspection

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

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

▶ Attach to Form 990. ▶ See separate instructions.

Name of the organization

WINSTON-SALEM INDUSTRIES FOR THE BLIND INC

Employer identification number

56-6001467

Part I

Questions Regarding Compensation

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

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

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

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

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) DANIEL BOUCHER	(i) (ii)	231,328 0	124,195 0	24,009 0	149,000 0	14,673 0	543,205 0	120,000 0
(2) DAVID HORTON	(i) (ii)	212,676 0	113,846 0	5,366 0	138,500 0	14,598 0	484,986 0	110,000 0
(3) JESUS A MANGUAL	(i) (ii)	192,083 0	53,321 0	12,869 0	119,500 0	816 0	378,589 0	50,000 0
(4) JEANNE WILKINSON	(i) (ii)	122,946 0	42,185 0	521 0	66,625 0	4,431 0	236,708 0	40,000 0
(5) SAM D GEORGE JR	(i) (ii)	143,411 0	44,622 0	2,900 0	94,461 0	14,317 0	299,711 0	42,000 0
(6) PAMELA MILLER	(i) (ii)	91,605 0	36,805 0	340 0	63,340 0	14,130 0	206,220 0	35,000 0
(7) DANIEL KELLY	(i) (ii)	105,013 0	52,011 0	9,826 0	75,038 0	14,646 0	256,534 0	45,000 0
(8) DAVID HAMPTON	(i) (ii)	107,287 0	6,341 0	8,904 0	30,000 0	10,818 0	163,350 0	0 0
(9) JERRY O'HAGAN	(i) (ii)	132,550 0	65,274 0	2,333 0	83,564 0	7,211 0	290,932 0	57,500 0
(10) RANDY BUCKNER	(i) (ii)	97,792 0	35,909 0	238 0	51,805 0	14,151 0	199,895 0	33,000 0
(11) SILAS MARTIN	(i) (ii)	93,696 0	16,724 0	42 0	35,000 0	6,942 0	152,404 0	15,000 0
(12) GARY MENDELSON	(i) (ii)	80,381 0	23,650 0	267 0	36,337 0	14,070 0	154,705 0	22,000 0
(13)								
(14)								
(15)								
(16)								

Part IIISupplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8. Also complete this part for any additional information.

Identifier	Return Reference	Explanation
	PART I, LINE 1A	ON TWO OCCASIONS DURING THE YEAR, GROUPS OF OFFICERS AND DIRECTORS TRAVELED BY CHARTERED AIRCRAFT TO TWO BASE STORE LOCATIONS TO PARTICIPATE IN MARKETING ACTIVITIES THAT WERE ORDINARY AND NECESSARY IN THE GENERAL COURSE OF IFB BUSINESS. THE DECISION TO TRAVEL VIA CHARTERED AIRCRAFT, AS OPPOSED TO COMMERCIAL AIRCRAFT, WAS MADE BASED ON THE FACT THAT NO REASONABLE COMMERCIAL FLIGHTS WERE AVAILABLE AT TIMES CONSISTENT WITH MEETING THE PLANNED SCHEDULING OF THE BUSINESS-RELATED ACTIVITIES. IN THE FIRST INSTANCE, THE COSTS OF THE FLIGHTS WERE DONATED TO IFB BY THE AIRCRAFT LEASING COMPANY. IN THE SECOND INSTANCE, IFB PAID THE AIRCRAFT LEASING COMPANY FOR THE FLIGHTS AT COACH CLASS COMMERCIAL AIRLINE RATES THAT WERE APPLICABLE AS OF THE DATE OF TRAVEL. IN NEITHER INSTANCE DID IFB PAY EXCESSIVE OR OVERVALUED RATES FOR THE BUSINESS-RELATED CHARTERED AIR TRAVEL, NOR DID ANY OFFICER OR DIRECTOR PARTICIPATE IN THIS TRAVEL FOR ANY PURPOSE OTHER THAN FOR BUSINESS PURPOSES. PART I, LINE 1A: AN OFFICER OF IFB MAINTAINS A MEMBERSHIP IN A LOCAL SOCIAL CLUB THAT PROVIDES MEETING AND DINING FACILITIES IN A PROFESSIONAL BUSINESS SETTING. THE OFFICER MAINTAINS THIS MEMBERSHIP PREDOMINATELY FOR THE PURPOSE OF ALLOWING ACCESS TO THE CLUB FACILITIES TO IFB TO CONDUCT BUSINESS AND PLANNING MEETINGS AT THE CLUB FACILITIES ATTENDED BY IFB EMPLOYEES, DIRECTORS, CUSTOMERS AND VENDORS. THIS ARRANGEMENT IS NECESSARY BECAUSE THE CLUB ONLY ACCEPTS INDIVIDUAL MEMBERS, AND NOT CORPORATE OR BUSINESS MEMBERS, AND THE CLUB IS THE ONLY ONE OF ITS KIND IN THE REASONABLY IMMEDIATE AREA. IFB PAYS THE MONTHLY CLUB DUES ON BEHALF OF THE OFFICER DIRECTLY TO THE CLUB AND IS SUBSEQUENTLY REIMBURSED BY THE OFFICER FOR ANY PORTION OF THE MONTHLY DUES OR CHARGES RELATED TO NON-BUSINESS USE.
	PART I, LINE 6	IFB MAINTAINS THE GAINSHARE INCENTIVE PROGRAM FOR THE BENEFIT OF ALL EMPLOYEES INCLUDING OFFICERS, KEY EMPLOYEES AND OTHER HIGHLY COMPENSATED EMPLOYEES. THIS INCENTIVE PROGRAM IS BASED ON THE ATTAINMENT OF OPERATIONAL RESULTS THAT EXCEED INCOME-RELATED TARGETS ESTABLISHED BY THE ORGANIZATION'S BOARD OF DIRECTORS.

Schedule L
(Form 990 or 990-EZ)

Transactions with Interested Persons

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization
WINSTON-SALEM INDUSTRIES FOR THE BLIND INC

Employer identification number
56-6001467

Part I

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

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

1	(a) Name of disqualified person	(b) Description of transaction	(c) Corrected?	
			Yes	No

2

Enter the amount of tax imposed on the organization managers or disqualified persons during the year under section 4958

\$

3

Enter the amount of tax, if any, on line 2, above, reimbursed by the organization

\$

Part II

Loans to and/or From Interested Persons.

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

(a) Name of interested person and purpose	(b) Loan to or from the organization?		(c)Original principal amount	(d)Balance due	(e) In default?		(f) Approved by board or committee?		(g)Written agreement?	
	To	From			Yes	No	Yes	No	Yes	No
(1) DANIEL BOUCHER		X	246,287	246,287		No	Yes		Yes	
Total										

Part III

Grants or Assistance Benefitting Interested Persons.

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

(a) Name of interested person	(b)Relationship between interested person and the organization	(c)Amount of grant or type of assistance

Part IVBusiness Transactions Involving Interested Persons.

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

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) SHIRLEY SHOUSE	DIRECTOR	1,293,378	SEE PART V		No
(2) DR KERRY COLLINS	DIRECTOR	320,653	SEE PART V		No

Part VSupplemental Information

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

Identifier	Return Reference	Explanation
SCHEDULE L, PART II, LOANS TO AND/OR FROM INTERESTED PERSONS		(A) NAME OF INTERESTED PERSON DANIEL BOUCHER(A) PURPOSE OF LOAN LIFE INSURANCE PREMIUMS THE RELATED PARTY RECEIVABLE BETWEEN IFB AND DANIEL BOUCHER, AN OFFICER OF THE ORGANIZATION, IS RELATED TO A SPLIT-DOLLAR LIFE INSURANCE AGREEMENT WHEREBY DANIEL BOUCHER OWNS THE LIFE INSURANCE POLICY AND IFB PAYS THE PREMIUMS REQUIRED TO MAINTAIN THE POLICY IN CONJUNCTION WITH THE AGREEMENT, DANIEL BOUCHER HAS EXECUTED A COLLATERAL ASSIGNMENT IN FAVOR OF IFB THAT SECURES THE REPAYMENT TO IFB OF THE AMOUNT OF PREMIUMS PAID ON THE POLICY THE RECEIVABLE IS RECORDED AT THE PRESENT VALUE OF PREMIUMS PAID TO DATE BASED ON THE APPLICABLE RISK-FREE RATE OF RETURN AND THE LIFE EXPECTANCY OF THE OFFICER AS DETERMINED BY STANDARD MORTALITY TABLES SCHEDULE L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS (A) NAME OF INTERESTED PERSON SHIRLEY SHOUSE(D) DESCRIPTION OF TRANSACTION EMPLOYMENT SERVICES PROVIDED BY COMPANIES OWNED BY THE INTERESTED PERSON (A) NAME OF INTERESTED PERSON DR KERRY COLLINS(D) DESCRIPTION OF TRANSACTION MEDICAL CLINIC SERVICES PROVIDED BY A MEDICAL PRACTICE OWNED BY THE INTERESTED PERSON

SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No 1545-0047

2010

Open to Public
Inspection

Name of the organization WINSTON-SALEM INDUSTRIES FOR THE BLIND INC	Employer identification number 56-6001467
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Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 2		JOHN GOOGE - MEMBER OF THE BOARD OF DIRECTORS IS THE FATHER OF DAVID GOOGE - MEMBER OF THE BOARD OF DIRECTORS TODD LYNCH - MEMBER OF THE BOARD OF DIRECTORS IS THE SON-IN-LAW OF JUDY BULLARD - MEMBER OF THE BOARD OF DIRECTORS RICHARD SIEG - MEMBER OF THE BOARD OF DIRECTORS IS THE SON-IN-LAW OF DAVID PLYLER - MEMBER OF THE BOARD OF DIRECTORS

Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11		AFTER REVIEW BY FINANCIAL MANAGEMENT PERSONNEL AT IFB, THE FORM 990 IS DISTRIBUTED TO ALL MEMBERS OF THE AUDIT COMMITTEE OF THE BOARD, THE GOVERNANCE BODY CHARGED WITH APPROVAL OF THE FILING OF THE RETURN, IN ADVANCE OF A SCHEDULED MEETING OF THE AUDIT COMMITTEE FOR THE PURPOSE OF CONDUCTING A DETAILED REVIEW OF THE FORM 990 THE CHIEF FINANCIAL OFFICER (CFO) AND A REPRESENTATIVE FROM IFB'S TAX RETURN PREPARER MEET WITH THE AUDIT COMMITTEE FOR AN IN-DEPTH REVIEW OF THE FORM 990 FROM THIS MEETING, THE AUDIT COMMITTEE APPROVES THE RETURN FOR FILING AS PREPARED, OR WITH AGREED-UPON CHANGES FOLLOWING AUDIT COMMITTEE APPROVAL, A COPY OF THE FORM 990 IS DISTRIBUTED TO ALL MEMBERS OF THE BOARD OF DIRECTORS PRIOR TO TIMELY FILING WITH THE IRS

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 12C	ON AN ANNUAL BASIS, THE CORPORATE GOVERNANCE COMMITTEE OF THE BOARD OF DIRECTORS DISTRIBUTES A CONFLICTS OF INTEREST DISCLOSURE STATEMENT TO ALL BOARD MEMBERS, OFFICERS, AND KEY EMPLOYEES. THE COMMITTEE, ALONG WITH COMPLIANCE PERSONNEL, EXAMINE THE COMPLETED STATEMENTS AND PROMPTLY INVESTIGATE AND RESOLVE ANY REAL OR PERCEIVED CONFLICTS.

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 15	ANNUAL COMPENSATION OF THE EXECUTIVE DIRECTOR AND EXECUTIVE CHAIRMAN IS SET BY THE BOARD OF DIRECTORS. THE BOARD CONDUCTS ANNUAL PERFORMANCE EVALUATIONS OF THE EXECUTIVE DIRECTOR AND EXECUTIVE CHAIRMAN, AND ALONG WITH THE RESULTS OF THE EVALUATIONS, THE BOARD USES PERIODIC COMPENSATION SURVEYS CONDUCTED BY OUTSIDE CONSULTANTS AND CONSULTS COMPARATIVE COMPENSATION DATA RELATED TO THE COMPENSATION PACKAGES OF TOP EXECUTIVES AT ORGANIZATIONS OF SIMILAR SIZE AND MISSION, INCLUDING EXAMINATION OF THE ORGANIZATIONS' FORMS 990, IN ORDER TO DETERMINE THE COMPENSATION OF THE EXECUTIVE DIRECTOR AND EXECUTIVE CHAIRMAN ON A YEARLY BASIS. FOR OTHER OFFICERS AND KEY EMPLOYEES, ANNUAL COMPENSATION IS SET BY THE EXECUTIVE DIRECTOR. THE EXECUTIVE DIRECTOR CONDUCTS AN ANNUAL PERFORMANCE EVALUATION FOR EACH OFFICER AND KEY EMPLOYEE, AND ALONG WITH THE RESULTS OF THE EVALUATION, THE EXECUTIVE DIRECTOR CONSULTS COMPARATIVE COMPENSATION DATA RELATED TO OFFICERS AND KEY EMPLOYEES AT ORGANIZATIONS OF SIMILAR SIZE AND MISSION, INCLUDING EXAMINATION OF THE ORGANIZATIONS' FORMS 990, IN ORDER TO DETERMINE EACH OFFICER'S AND KEY EMPLOYEE'S COMPENSATION ON A YEARLY BASIS.

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION C, LINE 19	ALL GOVERNING DOCUMENTS ARE MAINTAINED BY THE EXECUTIVE ASSISTANT TO THE EXECUTIVE DIRECTOR. THIS EMPLOYEE MAKES THESE DOCUMENTS AVAILABLE UPON REQUEST. THE FINANCIAL STATEMENTS ARE MAINTAINED BY THE CFO. THE CFO MAKES THESE STATEMENTS, AS DISCLOSED IN THE FORM 990, AVAILABLE UPON REQUEST. ALSO, SUMMARIZED FINANCIAL INFORMATION IS INCLUDED IN THE ORGANIZATION'S ANNUAL REPORT. THE CONFLICT OF INTEREST POLICY IS MAINTAINED BY THE CORPORATE GOVERNANCE COMMITTEE OF THE BOARD OF DIRECTORS. THE COMMITTEE CHAIR MAKES THIS POLICY AVAILABLE UPON REQUEST.

Identifier	Return Reference	Explanation
CHANGES IN NET ASSETS OR FUND BALANCES	FORM 990, PART XI, LINE 5	NET UNREALIZED GAINS ON INVESTMENTS 6,108 DONATED SERVICES AND USE OF FACILITIES 48,533 TOTAL TO FORM 990, PART XI, LINE 5 54,641

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

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.

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization

WINSTON-SALEM INDUSTRIES FOR THE BLIND INC

Employer identification number

56-6001467

Part I Identification of Disregarded Entities (Complete if the organization answered "Yes" on 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

Part II Identification of Related Tax-Exempt Organizations (Complete if the organization answered "Yes" on 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) Section 512(b)(13) controlled organization	
						Yes	No
(1) A BRIGHTER PATH FOUNDATION 7730 NORTH POINT DRIVE WINSTONSALEM, NC 27106 26-3376328	SUPPORTING WINSTON-SALEM INDUSTRIES FOR THE BLIND, INC	NC	501(C)(3)	509(A)(3), TYPE I	N/A		No

Part III

Identification of Related Organizations Taxable as a Partnership (Complete if the organization answered "Yes" on 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) Disproporionate 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	

Part IV

Identification of Related Organizations Taxable as a Corporation or Trust (Complete if the organization answered "Yes" on 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

Part V

Transactions With Related Organizations (Complete if the organization answered "Yes" on 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

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)

Yes

No

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

1l

1m

1n

1o

1p

1q

1r

No

No

Yes

No

No

No

No

No

No

No

No

No

No

Yes

No

No

No

No

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
(1) A BRIGHTER PATH FOUNDATION	N	163,000	FAIR VALUE OF SERVICES PROVIDED
(2)			
(3)			
(4)			
(5)			
(6)			

Schedule R (Form 990) 2010

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.

[illegible]

Part VII

Supplemental Information

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

Identifier	Return Reference	Explanation
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