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**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**Check if Schedule O contains a response to any question in this Part VII ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

| (A)<br>Name and Title                    | (B)<br>Average hours per week (describe hours for related organizations in Schedule O) | (C)<br>Position<br>(do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|------------------------------------------|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
|                                          |                                                                                        | Individual trustee or director                                                                               | Institutional trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| (1) Ericka Davis<br>Trustee              | 1                                                                                      | ✓                                                                                                            |                       |         |              |                              |        | 57                                                                   | 0                                                                         | 0                                                                                             |
| (2) Jason Allison<br>Trustee             | 1                                                                                      | ✓                                                                                                            |                       |         |              |                              |        | 618                                                                  | 0                                                                         | 0                                                                                             |
| (3) Larry Johnson<br>Trustee             | 1                                                                                      | ✓                                                                                                            |                       |         |              |                              |        | 153                                                                  | 0                                                                         | 0                                                                                             |
| (4) Tom Ricker<br>President              | 10                                                                                     |                                                                                                              |                       | ✓       |              |                              |        | 9,251                                                                | 0                                                                         | 0                                                                                             |
| (5) Neil Sad<br>Recording Secretary      | 5                                                                                      |                                                                                                              |                       | ✓       |              |                              |        | 5,271                                                                | 0                                                                         | 0                                                                                             |
| (6) Travis Swanson<br>Vice President     | 10                                                                                     |                                                                                                              |                       | ✓       |              |                              |        | 5,182                                                                | 0                                                                         | 0                                                                                             |
| (7) Bill Grenier<br>Financial Secretary  | 10                                                                                     |                                                                                                              |                       | ✓       |              |                              |        | 5,152                                                                | 0                                                                         | 0                                                                                             |
| (8) James Fliflet<br>Financial Treasurer | 10                                                                                     |                                                                                                              |                       | ✓       |              |                              |        | 5,257                                                                | 0                                                                         | 0                                                                                             |
| (9) Corey Timmerman<br>Guard             | 0                                                                                      |                                                                                                              |                       | ✓       |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| (10) Jeff Fliflet<br>Guide               | 0                                                                                      |                                                                                                              |                       | ✓       |              |                              |        | 2,129                                                                | 0                                                                         | 0                                                                                             |
| (11) Kris Lein<br>Guard                  | 0                                                                                      |                                                                                                              |                       | ✓       |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| (12) n/a                                 |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| (13) n/a                                 |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| (14) n/a                                 |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |

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

| (A)<br>Name and title                                          | (B)<br>Average hours per week (describe hours for related organizations in Schedule O) | (C)<br>Position<br>(do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|----------------------------------------------------------------|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
|                                                                |                                                                                        | Individual trustee or director                                                                               | Institutional trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| (15) n/a                                                       |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| (16) n/a                                                       |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| (17) n/a                                                       |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| (18) n/a                                                       |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| (19) n/a                                                       |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| (20) n/a                                                       |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| (21) n/a                                                       |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| (22) n/a                                                       |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| (23) n/a                                                       |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| (24) n/a                                                       |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| (25) n/a                                                       |                                                                                        |                                                                                                              |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| <b>1b Sub-total</b>                                            |                                                                                        |                                                                                                              |                       |         |              |                              |        | <b>33,070</b>                                                        | <b>0</b>                                                                  | <b>0</b>                                                                                      |
| <b>c Total from continuation sheets to Part VII, Section A</b> |                                                                                        |                                                                                                              |                       |         |              |                              |        | <b>0</b>                                                             | <b>0</b>                                                                  | <b>0</b>                                                                                      |
| <b>d Total (add lines 1b and 1c)</b>                           |                                                                                        |                                                                                                              |                       |         |              |                              |        | <b>33,070</b>                                                        | <b>0</b>                                                                  | <b>0</b>                                                                                      |

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

- 3** Did the organization list any **former** officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 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? If "Yes," complete Schedule J for such individual
- 5** Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

|          | Yes | No |
|----------|-----|----|
| <b>3</b> |     | ✓  |
| <b>4</b> |     | ✓  |
| <b>5</b> |     | ✓  |

**Section B. Independent Contractors**

- 1** Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

| (A)<br>Name and business address                                                                                                                                          | (B)<br>Description of services | (C)<br>Compensation |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|---------------------|
| N/A                                                                                                                                                                       | N/A                            | N/A                 |
|                                                                                                                                                                           |                                |                     |
|                                                                                                                                                                           |                                |                     |
|                                                                                                                                                                           |                                |                     |
|                                                                                                                                                                           |                                |                     |
| <b>2</b> Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization | <b>N/A</b>                     |                     |