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## Form **990**

Department of the Treasury Internal Revenue Service

### Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

► The organization may have to use a copy of this return to satisfy state reporting requirements.

2011
Open to Public Inspection

A For the 2011 calendar year, or tax year beginning and ending Check if applicable C Name of organization D Employer identification number INTERNATIONAL CENTER FOR NOT-FOR-PROFIT Address change LAW, INC. ]Name change Doing Business As 52-1818273 Initial return Number and street (or P.O box if mail is not delivered to street address) Room/suite E Telephone number Termin-1126 16TH STREET, N.W. 400 (202)452-8600Amende City or town, state or country, and ZIP + 4 6,757,438. G Gross receipts \$ Applica-WASHINGTON, DC 20036 H(a) Is this a group return pending F Name and address of principal officer DOUGLAS RUTZEN Yes X No for affiliates? SAME AS C ABOVE H(b) Are all affiliates included? I Tax-exempt status X 501(c)(3) 501(c) ( ) (insert no.) 4947(a)(1) or [ If "No," attach a list (see instructions) J Website: ► WWW.ICNL.ORG **H(c)** Group exemption number ▶ K Form of organization: X Corporation Trust Association Other > Year of formation: 1992 M State of legal domicile: DE Part I Summary Briefly describe the organization's mission or most significant activities. PROMOTES AN ENABLING LEGAL ENVR. FOR CIVIL SOCIETY, FREEDOM OF ASSOCIATION & PUBLIC PARTICIPATION. Check this box oxdot if the organization discontinued its operations or disposed of more than 25% of its net assets Number of voting members of the governing body (Part VI, line 1a) 8 8 Number of independent voting members of the governing body (Part VI, line 1b) 4 Total number of individuals employed in calendar year 2011 (Part V, line 2a) 21 5 Total number of volunteers (estimate if necessary) 6 12 7 a Total unrelated business revenue from Part VIII, column (C), line 12 0. b Net unrelated business taxable income from Form 990-T, line 34 0. Prior Year **Current Year** Contributions and grants (Parl VIII, line 1h) 5,886,775 6,745,882. Program service revenue (Part VIII, line 20) 0 0. Investment income (Part VIII column (A), lines 3, 4, and 7d) 1,585 2,603. Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c and 11e)

Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 11 4,889 8,953. 5,893,249 6,757,438. Grants and similar amounts paid Rant IX. column (A), lines [13] 13 582,338 618,431. Benefits paid to or for members (Partix, chulinh (A), line 4) 14 0. 0. Salaries, other compensation, employee benefits (Rart IX, column (A), lines 5-10) 1,835,515 ,196,369. 16a Professional fundraising fees (Part IX, column (A), line 11e) 0. b Total fundraising expenses (Part IX, column (D), line 25) 167,851. 2,154,390. 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 3,236,153. 4,572,243 6,050,953. 18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) <u>706,4</u>85. Revenue less expenses Subtract line 18 from line 12 1,321,006. **Beginning of Current Year End of Year** 9,754,071. 20 Total assets (Part X, line 16) 8,964,526. 21 Total liabilities (Part X, line 26) 276,575 359,635. Net assets or fund balances Subtract line 21 from line 20 8,687,951. 9,394,436. Part II | Signature Block Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge 7/27/ Signature of officer Sign DOUGLAS RUTZEN PRESIDENT Here Type or print name and title Date PTIN Print/Type preparer's name Check Pregarer's signature Paid ردوس such has Preparer REEDMAN Firm's name ► GELMAN, ROSENBERG & 52-1392008 Firm's EIN Firm's address 4550 MONTGOMERY AVE SUITE 650N Use Only BETHESDA, MD 20814-2930 Phone no (301) 951-9090 X Yes No May the IRS discuss this return with the preparer shown above? (see instructions)

LHA For Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2011)

Check if Schedule O contains a response to any question in this Part III  Briefly describe the organization's mission  THE INTERNATIONAL CENTER FOR NOT-FOR-PROFIT LAW (ICNL) IS AN  INTERNATIONAL NOT-FOR-PROFIT ORGANIZATION THAT PROMOTES AN ENABLING  LEGAL ENVIRONMENT FOR CIVIL SOCIETY, FREEDOMS OF ASSOCIATION AND  ASSEMBLY, AND PUBLIC PARTICIPATION AROUND THE WORLD.  Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?  If "Yes," describe these new services on Schedule O		irt III   Statement of Program Service Accomplishments	32-16162/3 Page 2
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(Expenses \$ including grants of \$ ) (Revenue \$ )		<del></del>	)
4e Total program service expenses ► 4,893,797.	4e	Total program service expenses ► 4,893,797.	
132002 Form <b>990</b> (7	_		Form <b>990</b> (2011)

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Form 990 (2011) LAW, INC.

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_	_X_	
2	Is the organization required to complete Schedule B, Schedule of Contributors	2	_X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for	_		
_	public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect		v	
_	during the tax year? If "Yes," complete Schedule C, Part II	4	X	
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or	_		v
	similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III  Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to	5		X
6	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	- 6		
′	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		х
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
0	Schedule D, Part III	8		x
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide			
•	credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		x
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent			
	endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		x
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X			
	as applicable			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a	Х	
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		X
С	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		X
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		X
	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	X	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses		٠,,	
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	X	<u> </u>
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete	40-	v	
L	Schedule D, Parts XI, XII, and XIII	12a	_X_	
D	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	10h		_X_
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	12b 13		X
14a		14a	X	
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,	174	41	$\vdash$
~	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
	or more? If "Yes," complete Schedule F, Parts I and IV	14b	х	
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization			
	or entity located outside the United States? If "Yes," complete Schedule F, Parts II and IV	15	Х	
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals			
	located outside the United States? If "Yes," complete Schedule F, Parts III and IV	16	X	
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,			
	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
	1c and 8a? If "Yes," complete Schedule G, Part II	18		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			
	complete Schedule G, Part III	19		X
	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	<u> </u>	X
<u>b</u>	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	000	<u> </u>
		Form	990 (	2011)

Part IV Checklist of Required Schedules (continued)

			Yes	No
21	Did the organization report more than \$5,000 of grants and other assistance to any government or organization in the			
	United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		X
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX,			
	column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23	Х	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K If "No", go to line 25	24a		Х
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	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		
	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a			
	disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		Х
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete	1		
	Schedule L, Part I	25b		х
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified			
	person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		х
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial			
	contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member			
	of any of these persons? If "Yes," complete Schedule L, Part III	27		Х
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV			
	instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		х
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		X
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer,			
	director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		Х
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		х
31	Did the organization liquidate, terminate, or dissolve and cease operations?			
	If "Yes," complete Schedule N, Part I	31		Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete	ļ .		
	Schedule N, Part II	32	1	Х
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33	х	
34	Was the organization related to any tax-exempt or taxable entity?			
	If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34	х	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Х	
b	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of			
	section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		Х
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			_ <del></del> _
-	If "Yes," complete Schedule R, Part V, line 2	36		х
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization	55		
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		Х
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19?	<u> </u>		
	Note. All Form 990 filers are required to complete Schedule O	38	x	
			990 (	2011)
			(	,

Statements Regarding Other IRS Filings and Tax Compliance

Inter the number reported in Box 3 of Form 1096 Enter O. If not applicable   19		Check if Schedule O contains a response to any question in this Part V			$\mathbf{x}$
be Entor the number of Forms W2G included in line 1a. Enter 9-4 in its applicable.  Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?  22. Enter the number of employees reported on Form W3, Transmittal of Wage and Tax Statements, lead for the calendar year ending with or within the year covered by this return.  If it is test one is reported on line 2s, did the organization file all required federal employment tax roturns?  Note. If the sum of lines 1 and 2s is greater than 250, you may be required to e-five fees instructions).  3a. Did the organization have unrelated business gross income of \$1,000 or more during the year?  4b. If Yes, 1 and 1 fide 3 are 750 or for the year? If Ym0, *provide an explanation or Schedule O  4c. All any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account?  4c. If Yes, 1 enter the name of the foreign country (such as a bank account, securities account, or other financial account?  5c. Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  5c. Was the organization and party to a prohibited tax shelter transaction at any time during the tax year?  5c. If Yes, 1 do the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  5c. If Yes, 1 do the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  5c. If Yes, 1 do the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  5c. If Yes, 1 do the organization mixture with every solicitation an express statement that were contributions of care and the programation selection of the year of				Yes	No
be the organization comply with backup withholding jules for reportable payments to vendors and reportable gaming (gambling) winnings to pirze winners?  2a Enter the number of employees reported on Form W.3, Transmittal of Wage and Tax Statements, field for the calendar year ending with or within the year covered by this return  1 if all lead not se reported on line 28, did the organization file all required federal employment tax returns?  Note. If the sum of lines 1s and 2s is greater than 250, you may be required to e-fet (see instructions)  3a Did the organization have uniteded business gross income of \$1,000 or more dumpt by year?  3a X  1 if Yes, "has it filed a Form 990° For this year" if "No." provide an explanation in Schedule O  3b If Yes, "has it filed a Form 990° For this year" if "No." provide an explanation in Schedule O  3b If Yes, "has it filed a Form 990° For this year" if "No." provide an explanation in Schedule O  3c If Yes, "has it filed a Form 990° For this year" if "No." provide an explanation in Schedule O  3c If Yes, "has it filed a Form 990° For This year" if "No." provide an explanation in Schedule O  3c If Yes, "to line 5a or 5b, did he organization has been structured." SEE SCHEDULE O  3c Des in the organization and party to a prohibited tax shelter transaction?  3c If Yes, "to line 5a or 5b, did he organization file Form 88661?  3c Dies the organization party to a prohibited tax shelter transaction?  3c Des the organization and party to a prohibited tax shelter transaction?  3c Des the organization and party to a prohibited tax shelter transaction?  3c Des the organization and party to a prohibited tax shelter transaction?  4c Des the organization and party to a prohibited tax shelter transaction?  4c Des the organization shell were not tax deductible?  4d If Yes, to deductible?  4d Programation from 98020 and services provided to the payor?  5d Des the organization shell were payored to the value of the goods or services provided?  5d Des the organization releved a contribution of	1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable 1a 8			
(agambling) wannings to prize winners?  2a Enter the number of employees reported on Form W 3, Transmittal of Wage and Tax Statements, field for the calendar year ending with or within the year covered by this raturn  b if at least one is reported on line 2a, did the organization field in eligible of the calendar year ending with or within the year covered by this raturn  b. If at least one is reported on line 2a, did the organization field in eligible organization and a size greater than 250, you may be required to e-five see instructions)  3b. Other organization have unrelated business gross income of \$1,000 or more during the year?  4c. A ray 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)?  4c. A ray 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 accounts?  5c. Was the organization aparty to a prohibited tax shelter transaction at any time during the tax year?  5c. Was the organization aparty to a prohibited tax shelter transaction at any time during the tax year?  5c. Was the organization have annual gross recepts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?  6c. If Yes, if odd the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  7c. granizations that may receive deductible contributions under section 170(c).  8d. If Yes, if and the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  8d. If Yes, if and the organization include with every solicitation and expression property for which it was required to fits forms 8880?  9d. If Yes, if and th	b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b 0			
21 Enter the number of employees reported on Form W.3, Transmittal of Wage and Tax Statements, illed for the calendary year ending with or within the year covered by this return.  15 If at least one is reported on line 2a, did the organization file all required federal employment tax returns?  16 Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (See instructions)  17 State 17 State 18	С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
files for the calendar year ending with or within the year covered by this return  If all east one is reported on the 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-lile (see instructions)  3a. Did the organization have unrielated business gross income of \$1,000 or more during the year?  3b. If Yes, "and it filed a Form 990F1 for this year?" If No." provide an explanation in Schedule O  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, or other financial account)?  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, expendit on, or other financial accounts?  5b. If Yes, "and 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, expendit on, or other financial accounts?  5c. If Yes, "to line 5a or 5b, did the organization that it was or is a party time during the tax year?  5b. Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  6c. If Yes, "to line 5a or 5b, did the organization file form 88861?  6c. If Yes," or one of the deductible?  6c. If Yes," indicate the number of the value of the goods or services provided?  6c. If Yes, and the organization excess of \$75 made party is a contribution of quarty and the supplies of the supplies of the form 8282?  6c. Did the organization excess and contribution of cars, boats, anylanes, or other vehicles, did the organization file Form 899 as required?  7c. X  7c. X  7c. X  7d. Did the organization receive a contribution of cars, boats, anylanes, or other vehicles, did the organization in the supplies of the supplies of		(gambling) winnings to prize winners?	1c	Х	
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 1 and 2a is greater than 250, you may be required to e-file (see instructions)  3a Did the organization have unrelated business gross income of \$1,000 or more during the elanded year, did the organization in some a significant or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account) or the financial account in a foreign country (such as a bank account, securities account, or other financial account) or the financial account in a foreign country (such as a bank account, securities account, or other financial account)  See instructions for filing requirements for Form TD F 90.22 1, Report of Foreign Bank and Financial Accounts  See instructions for filing requirements for Form TD F 90.22 1, Report of Foreign Bank and Financial Accounts  See instructions for filing requirements for Form TD F 90.22 1, Report of Foreign Bank and Financial Accounts  See instructions for filing requirements for Form TD F 90.22 1, Report of Foreign Bank and Financial Accounts  See instructions for filing requirements for Form TD F 90.22 1, Report of Foreign Bank and Financial Accounts  See instructions for filing requirements for Form TD F 90.22 1, Report of Foreign Bank and Financial Accounts  See instructions for filing requirements for Form TD F 90.22 1, Report of Foreign Bank and Financial Accounts  See instructions for filing requirements for Form TD F 90.22 1, Report of Foreign Bank and Financial Accounts  See instructions for filing requirements for Form Sees 1 for Foreign Bank and Financial Accounts  See instructions for filing requirements for Form Sees 1 foreign Bank and Financial Accounts  Bell If Yes, 1 did the organization mention enclude with every solicitation an express statement that such contributions or gifts were not tax deductible?  Did the organization share an excess of S75 made partly as contri	2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,			
a Note. If the sum of limes 1a and 2a is greater than 250, you may be required to e-rife (see instructions)  a Did the organization have unriteded business gross income of \$1,000 or more during the year?  b If "Yes," has it filed a Form 990 T for this year? If "No," provide an explanation in Schedule O  a A at any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account)?  b If "Yes," enter the name of the foreign country   SEB SCHEDULE O   See instructions for filing requirements for Form TD F0.02.2 It peopl of Foreign Bank and Financial accounts?  Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  b Dd any taxable party norify the organization that it was or is a party to a prohibited tax shelter transaction?  b Was 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?  c Dest 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?  7 Organizations that may receive deductible contributions under section 170(c).  8 Did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  7 Organizations that may receive a payment in excess of \$75 made party is a contribution and party for goods and services provided to the payor?  8 If "Yes," indicate the number of Forms 8282 filed during the year and the organization into the follow for the value of the goods or services provided?  9 If "Yes," indicate the number of Forms 8282 filed during the year.  10 If the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?  10 If the organization received an contribution of cares, boats, applications, or a donor advised funds and section \$9(8)2 supporting organization fi		filed for the calendar year ending with or within the year covered by this return 2a 21			
38 Dd the organization have unrelated business gross mome of \$1,000 or more during the year?  4 A tary time during the calendar year, all 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)?  5 Posses instructions for filing requirements for Form TD F 9022 1, Report of Foreign Bank and Financial Accounts  6 Was the organization on foreign country (such as a bank account, securities account, or other financial account)?  5 Posses instructions for filing requirements for Form TD F 9022 1, Report of Foreign Bank and Financial Accounts  6 Was the organization for the foreign country by SEB SCHEDULE O  8 Was the organization have annual gross receipts that at the mornal property of a prohibited tax shelter transaction?  5 Posses in Gross and Sb, did the organization file Form 8886-T?  8 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?  9 Organizations that may receive deductible contributions under section 170(c).  10 If the organization metude with every solicitation an express statement that such contributions or gifts were not tax deductible?  10 Organizations that may receive deductible contributions under section 170(c).  11 If Yes, did the organization notify the dionor of the value of the goods or services provided?  12 Posses and the organization network property for which it was required to file Form 8822?  13 If Yes, did the organization network property for which it was required to file Form 8222?  14 If Yes, did the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?  15 Did the organization received a contribution of midesty, or a personal benefit contract?  16 Did the organization received a contribution of midesty, or a personal benefit contract?  17 If X Organization receive	b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
b if "Yes," has it field a Form 990-T for the year? If "No." provide an explanation in Schedule O A At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?  b if "Yes," enter the name of the foreign country SEEE SCHEDULE O See instructions for filing requirements for Form TD F 902-21, Report of Foreign Bank and Financial Accounts  b id any staxible party northy the organization that it was or is a party to a prohibited tax shelter transaction at any time during the tax year?  b Id any staxible party northy the organization that it was or is a party to a prohibited tax shelter transaction?  b If "Yes," to line 5a or 5b, did the organization file Form 8886-T?  b If "Yes," in the stax of the organization include with every solicitation an express statement that such contributions or gifts were nort tax deductible?  b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were nort tax deductible?  b If "Yes," did the organization receive a payment in excess of S75 made partly as contribution and partly for goods and services provided?  b If "Yes," indicate the number of Forms 8282 filed during the year and the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  c If the organization received any funds, directly or indirectly, to appreciation and partly for goods and services provided to the Form 8282 filed during the year.  If the organization received any contribution of qualified intellectual property, did the organization file Form 8299 as required?  If the organization received a contribution of qualified intellectual property, did the organizations Did the supporting N/A granization make any taxable distributions under section 501(a)(3) expansion granizations maintaining donor advised funds.  b If the organization make a		Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			
4a Al 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?)  See instructions for filing requirements for Form TD F 9022 1, Report of Foreign Bank and Financial Accounts  S was the organization approach to a party to a prohibeted tax sheller transaction at any time during the tax year?  5a Was the organization that it was or is a party to a prohibeted tax sheller transaction?  5b Was the organization rob, did the organization that it was or is a party to a prohibeted tax sheller transaction?  5b Was the organization rob, did the organization that it was or is a party to a prohibeted tax sheller transaction?  6b Was the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  6c Dos the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  6c Did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  6c Did the organization receive a payment in excess of 375 made party as a contribution and party for goods and services provided to the payor?  6c Did the organization received a payment in excess of 375 made party as a contribution of any party for goods and services provided?  6c Did the organization received a payment in excess of 375 made party as a contribution of party for which it was required to the payor?  7a X Y  7b Did the organization received a contribution of clarks of the goods or services provided?  8 If Yes, "Indicate the number of Forms 8282 filed during the year  9 Did the organization received a contribution of clarks, are plants of the payment of th	За	Did the organization have unrelated business gross income of \$1,000 or more during the year?	За		X
financial account in a foreign country (such as a bank account, securities account, or other financial accountry b if "Yes," enter the name of the foreign country \( \backstram{\text{SE SCHEDULE O}}{\text{SE SCHEDULE O}} \)  See instructions for filing requirements for Form TD F 90/22 1, Report of Foreign Bank and Financial Accounts  55	b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b		
se instructions for filing requirements for Form TD F 90.22 1, Report of Foreign Bank and Financial Accounts  See instructions for filing requirements for Form TD F 90.22 1, Report of Foreign Bank and Financial Accounts  Was the organization a party to a prohibited tax sheller transaction at any time during the tax year?  5a	4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a			
See instructions for filing requirements for Form TD F90:221, Report of Foreign Bank and Financial Accounts 5 a Was the organization a party to a prohibited tax shelter transaction? 5 a Vas the organization aparty to a prohibited tax shelter transaction? 5 a Vas the organization aparty to a prohibited tax shelter transaction? 5 a Vas the organization aparty to a prohibited tax shelter transaction? 5 a Vas the organization aparty to a prohibited tax shelter transaction? 5 a Vas the organization aparty to a prohibited tax shelter transaction? 5 a Vas the organization shelt were not tax deductible? 5 b If "Yes," to line 5 a of 5b, did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? 6 b If were not tax deductible? 7 organizations that may receive deductible contributions under section 170(c). 8 b If "Yes," did the organization nective apayment in excess of 5.75 made partly as a contribution and partly for goods and services provided to the payor? 8 b If "Yes," did the organization netly the donor of the value of the goods or services provided? 9 b If "Yes," indicate the number of Forms 8282 filed during the year 9 b If the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to the Form 8282? 9 b If the organization received a contribution of qualified intellectual property, did the organization file a Form 1098-C7 to 10 b the organization received a contribution of qualified intellectual property, did the organization file a Form 1098-C7 to 10 b the organization received a contribution of qualified intellectual property, did the organization file a Form 1098-C7 to 10 b the organization received a contribution of qualified intellectual property, did the organization file a Form 1098-C7 to 10 b the organization make adstribution of acids, boats, airplanes, or other vehicles, did the organization file a Form 1098-C7 to 10 b organization make adstribution of orars, boats, airplanes, or o		financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	X	
Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  5.2	b	If "Yes," enter the name of the foreign country ► SEE SCHEDULE O			
b Did any taxable party notify the organization file Form 8886.7?  6 If "Yes," to line 5a or 5b, did the organization file Form 8886.7?  6 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?  6 If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  6 If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  6 If "Yes," did the organization stat may receive deductible contributions under section 170(c).  6 Ibid the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?  7 If "Yes," did the organization notify the donor of the value of the goods or services provided?  7 Ibid the organization state, exchange, or otherwise dispose of tangible personal property for which it was required to the Form 8282?  7 Ibid the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to the Form 8282?  8 Ibid the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  9 If the organization receive any funds, directly or indirectly, on a personal benefit contract?  10 If the organization receive any funds, directly or indirectly, on a personal benefit contract?  11 If the organization receive any funds, and section 509(a)(3) supporting organizations file a Form 1098-C?  12 Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organization sile a Form 1098-C?  13 Sponsoring organizations maintaining donor advised funds.  14 Did the organization make any taxable distributions under section 4966?  15 Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.  16 Section 501(c)(7) organizati		See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts			
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?  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?  Fives," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  Organizations that may receive deductible contributions under section 170(c).  If "Yes," 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?  If "Yes," did the organization notify the donor of the value of the goods or services provided?  Did the organization receive all, exchange, or otherwise dispose of tangible personal property for which it was required to the Form 8282?  If "Yes," did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  To bid the organization, during the year, pay premiums, directly or indirectly, to pay premiums on a personal benefit contract?  To bid the organization received a contribution of qualified intellectual property, did the organization file a Form 1098-C?  Sponsoring organizations maintaining donar advised funds and section 509(a)(3) supporting organization file a Form 1098-C?  Sponsoring organizations maintaining donar advised funds and section 509(a)(3) supporting organizations Did the supporting file organization file a Form 1098-C?  Sponsoring organizations maintaining donar advised funds and section 4966?  Sponsoring organizations maintaining donar advised funds.  Did the organization make a distribution to a donor, donor advisor, or related person?  N/A  Did the organization make a distribution to a donor, donor advisor, or related person?  N/A  Section 501(c)(79 organizations. Enter a linitation fees and capital contributions included on Part VIII, line 12  Section 4947(a)(1) non-exempt charitable trusts. Is the organization file a Form 1041?  If "Y	5а	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		
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?  by if Yes, "did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  Organizations that may receive deductible contributions under section 170(c).  Did the organization sell exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  If Yes," did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  If the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?  If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organizations file Form 8899 as required?  Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations by the supporting N/A organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file Form 8899 as required?  Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations by the supporting N/A organization and and any time during the year?  Sponsoring organizations maintaining donor advised funds.  Did the organization make any taxable distributions under section 4966?  N/A 10a 10b 11a 11b 12b 12b 17c 12b 17c 15c 17c 17c 17c 17c 17c 17c 17c 17c 17c 17	þ	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
any contributions that were not tax deductible?  b   f   Yes, * did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?  7 Organizations that may receive deductible contributions under section 170(c).  a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?  7	C	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5с		
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12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?  b If "Yes," enter the amount of tax-exempt interest received or accrued during the year N/A 12b 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? N/A 13a Note. See the instructions for additional information the organization must report on Schedule O 5 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 13c 14a 14b 15 If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O 14b	~				
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year N/A  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  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  c Enter the amount of reserves on hand  13b  13b  13c  14a  X  b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	12a	,	122		
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  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  c Enter the amount of reserves on hand  13b  13b  13c  14a  X  b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O			12.0		
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  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  c Enter the amount of reserves on hand  13b  13b  13c  14a  X  b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O					
Note. See the instructions for additional information the organization must report on Schedule O  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  c Enter the amount of reserves on hand  13b  13c  14a  X  b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O  14b			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  c Enter the amount of reserves on hand  13c  13b  13c  14a  X  b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O  14b	_				
organization is licensed to issue qualified health plans c Enter the amount of reserves on hand 13c  13b  13c  13c  X  b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O  14b	b	· · · · · · · · · · · · · · · · · · ·			
c Enter the amount of reserves on hand  13c  14a Did the organization receive any payments for indoor tanning services during the tax year?  b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O  14b	-				
14a Did the organization receive any payments for indoor tanning services during the tax year?  b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O  14b	С				
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O			14a		Х
					_ <del></del> -
				990 (	(2011)

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Page 6 Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions

	Check if Schedule O contains a response to any question in this Part VI		_	X						
Sec	tion A. Governing Body and Management									
		أحصا	Yes	No						
1a	Enter the number of voting members of the governing body at the end of the tax year 1a 8									
	If there are material differences in voting rights among members of the governing body, or if the governing									
	body delegated broad authority to an executive committee or similar committee, explain in Schedule O.									
	Enter the number of voting members included in line 1a, above, who are independent  1b 8									
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?									
3	,, , , , , , , , , , , , , , , , , , , ,									
	of officers, directors, or trustees, or key employees to a management company or other person?									
4 5	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?  Did the organization become aware during the year of a significant diversion of the organization's assets?	4		X						
6	Did the organization have members or stockholders?	5 6		X						
	Did the organization have members of stockholders, or other persons who had the power to elect or appoint one or	-								
,	more members of the governing body?	7a		Х						
ь	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or	74								
	persons other than the governing body?	7ь		Х						
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:									
а	The governing body?	8a	х							
b	Each committee with authority to act on behalf of the governing body?	8b	Х							
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		<u> </u>						
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)									
			Yes	No						
	Did the organization have local chapters, branches, or affiliates?	10a	Х							
D	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,	40.	v							
110	and branches to ensure their operations are consistent with the organization's exempt purposes?  Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	10b	X							
	Describe in Schedule O the process, if any, used by the organization to review this Form 990	11a	^							
	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	х							
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	<del></del>						
	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe	12.0								
	in Schedule O how this was done	12c	х							
13	Did the organization have a written whistleblower policy?	13	Х							
14	Did the organization have a written document retention and destruction policy?	14	Х							
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?									
	The organization's CEO, Executive Director, or top management official	15a	_X_							
b	Other officers or key employees of the organization	15b	X							
	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		<u>X</u>						
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation		ļ							
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	401	i							
Sec	tion C. Disclosure	16b								
17	List the states with which a copy of this Form 990 is required to be filed ► NONE		_							
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only)	avaılab	le							
	for public inspection Indicate how you made these available Check all that apply									
	Own website Another's website X Upon request									
19 Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial										
statements available to the public during the tax year.										
20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization										
	DARLA MECHAM - (202)452-8600									
13200		_	000							
1-23		Form	9907	2011)						

Form 990 (2011)

LAW, INC.

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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

(A)	<b>\</b>	(B)				ı		(D)	(E)	(F)
Name and Title	Average	Position (do not check more than one box, unless person is both an officer and a director/trustee)			than		Reportable	Reportable	Estimated	
	hours per week						compensation from	compensation from related	amount of other	
	(describe	į						the	organizations	compensation
	hours for	rdire		1		pa		organization	(W-2/1099-MISC)	from the
	related	stee o	ustee			ensat		(W-2/1099-MISC)		organization
	organizations	a trus	nal tr		loyee	СОМР				and related
	in Schedule O)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	ormer			organizations
1) ARTHUR B. C. DRACHE	- 0,		=	0	~	HB	32			·
HAIR (RETIRED 08/2011)	4.00	X		X				500.	0.	0
2) LINDSAY DRISCOLL										
CHAIR (STARTING 08/2011)	4.00	X		х				1,000.	0.	_ 0
3) FILIZ BIKMEN										-
ICE CHAIR	4.00	X		$ _{\mathbf{X}} $				0.	0.	o_
4) W. AUBREY WEBSON										
ECRETARY/TREASURER	4.00	X		Х				0.	0.	0
5) BETSY BUCHALTER ADLER									-	
IRECTOR	4.00	X						0.	0.	0_
6) FELICIANO R. GANTEAUME										
IRECTOR	4.00	X	L					0.	0.	0
7) JEFF THINDWA		1								
IRECTOR	4.00	X	L_					0.	0.	0
8) LAIS DE FIGUEIREDO LOPES										
IRECTOR	4.00	X						0.	0,	0
9) GEOFF PREWITT								Ì		
IRECTOR	4.00	X	<u> </u>			_		0.	0.	0
10) JOHN CLARK			ļ						_	_
NIRECTOR (RETIRED 08/2011)	4.00	X			_	_		0.	0.	0
11) DOUGLAS RUTZEN			ŀ						_	
RESIDENT	40.00	<u> </u>	<u> </u>	X			ļ	140,425.	0.	29,297
12) STEPHAN KLINGELHOFER		1	}	_					_	
ER. VICE PRESIDENT	40.00	<u> </u>	<u> </u>	X	_	ļ	<u> </u>	146,675.	0.	29,599
13) DARLA MECHAM									_	
P OF FINANCE	40.00	ļ	<u> </u>	X	ļ		Ļ	86,909.	0.	44,377
(14) CATHY SHEA									_	_
/P - PROGRAMS	40.00	<u> </u>	<u> </u>	_		X		128,765.	0.	27,034
(15) NATALIA BOURJAILY		[	1						_	
/P - EURASIA	40.00				<u> </u>	X	<u> </u>	122,549.	0.	25,374
(16) DAVID MOORE										
/P - LEGAL AFFAIRS	40.00	_	ـــ	_	<u> </u>	X	_	107,949.	0.	30,628
(17) ELIZABETH WARNER		-		1						
PROG. DIR CENTRAL ASIA	40.00	1.	L_	L		X		112,895.	0.	18,670

(A) Name and business address	NONE	(B) Description of services	(C) Compensation
	•		
<ul> <li>Total number of independent contractors (including \$100,000 of compensation from the organization</li> </ul>		sted above) who received more than	

Form 990 (2011)

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Pa	<u>rt VII</u>	II Statement of Rever	nue					
					(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
ts tits	_ 1 a	Federated campaigns	1a					
Contributions, Gifts, Grants and Other Similar Amounts	b	Membership dues	1b					
P, G	С	Fundraising events	1c					
##	d	Related organizations	1d					
S,E	е		ions) 1e	6100063.				
ĒΣ	f	AH 11 (1)						
		similar amounts not included abo		645,819.				
들임	g	Noncash contributions included in lines	: 1a-1f \$					
a S	-	_Total. Add lines 1a-1f	·	<u> </u>	6745882.			
$\Box$				Business Code				
ا بو	2 a	·						
ا∝ِ≦	b							
Se	С							
e a	d	·						
Program Service Revenue	е							
		All other program service reve	enue					
		Total. Add lines 2a-2f		<b></b>				
	3	Investment income (including	dividends, inter-	est, and	<del></del>			
}		other similar amounts)		<b>&gt;</b>	2,603.			2,603.
	4	Income from investment of ta	x-exempt bond p	oroceeds 🕨				
1	5	Royalties		▶ [				
l		•	(ı) Real	(II) Personal				
	6 a	Gross rents						
	b	Less rental expenses						
	С	: Rental income or (loss)						
	d	Net rental income or (loss)		<b></b>				
	7 a	Gross amount from sales of	(i) Securities	(II) Other				
		assets other than inventory			•			
-	b	Less cost or other basis						
		and sales expenses						
	С	: Gain or (loss)						
	d	Net gain or (loss)		<b>&gt;</b>				
	8 a	Gross income from fundraisin	g events (not					
Other Revenue			of					
e e		contributions reported on line						
ű.		Part IV, line 18	a					
‡	b	Less direct expenses	b					
0	c	Net income or (loss) from fund	draising events	<b>•</b>				
	9 a	Gross income from gaming a	ctivities See					
		Part IV, line 19	а					,
	b	Less direct expenses	b	,				
		Net income or (loss) from gan	ning activities	<b></b>				
		Gross sales of inventory, less	-					
		and allowances	а					
	b	Less cost of goods sold	b	,				
		Net income or (loss) from sale	es of inventory	<b></b>				
1		Miscellaneous Reveni		Business Code				
	11 a	MISCELLANEOUS		900099	8,953.		,	8,953.
	b							<u> </u>
	c							<del> </del>
								†
		Total, Add lines 11a-11d		<b>•</b>	8,953.			T
	12	Total revenue See instructions		•	6757438.		0	11,556.
13200						· _ · · · ·		Form <b>990</b> (2011)

### 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 .	Check if Schedule O contains a respons	(A) Total expenses	(B)	(C)	(D) Fundraising
	8b, 9b, and 10b of Part VIII.	lotal expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to governments and				
	organizations in the United States. See Part IV, line 21				- <u></u>
2	Grants and other assistance to individuals in				
	the United States See Part IV, line 22				
3	Grants and other assistance to governments,				
	organizations, and individuals outside the	Ì			
	United States. See Part IV, lines 15 and 16	618,431.	618,431.		
4	Benefits paid to or for members				
5	Compensation of current officers, directors,	ţ	į		
	trustees, and key employees	478,782.	249,215.	175,983.	53,584
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	1,346,888.	986,445.	299,060.	61,383
8	Pension plan accruals and contributions (include		j		
	section 401(k) and section 403(b) employer contributions)	100,810.	75,558.	21,210.	4,042 8,698
9	Other employee benefits	151,153.	109,554.	32,901.	8,698
0	Payroll taxes	118,736.	81,183.	30,247.	7,306
1	Fees for services (non-employees)				
а	Management		<del></del>		<del></del> -
b	Legal	430.		430.	· · · · · · · · · · · · · · · · · · ·
¢	Accounting	35,570.	2,795.	32,775.	
d	Lobbying	109.	109.		
e	Professional fundraising services. See Part IV, line 17				
f	Investment management fees				
g	Other	1,315,211.	1,280,300.	29,083.	5,828
12	Advertising and promotion				
13	Office expenses	388,827.	204,009.	180,959.	3,859
4	Information technology		····		
15	Royalties				
16	Occupancy	323,438.	211,304.	101,583.	10,551
7	Travel	713,076.	675,432.	25,312.	12,332
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials				<u> </u>
19	Conferences, conventions, and meetings	416,096.	399,372.	16,456.	268
20	Interest	90.	90.		
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				
23	Insurance	43,306.		43,306.	
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule 0.)				
а					
b					
c					
d					
е	All other expenses				<del></del>
25	Total functional expenses Add lines 1 through 24e	6,050,953.	4,893,797.	989,305.	167,851
26	Joint costs Complete this line only if the organization				
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)			<u> </u>	

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Form 990 (2011) LAW, INC. Part X | Balance Sheet (A) (B) End of year Beginning of year 102,246. 58,642. 1 Cash · non-interest-bearing 1 2 Savings and temporary cash investments 1,515,314. 2 1,133,234. 7,313,218. 8,427,124. 3 Pledges and grants receivable, net 3 1,201. 13,552. Accounts receivable, net 4 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L 5 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) Notes and loans receivable, net 7 Inventories for sale or use 8 2,377 23,016. Prepaid expenses and deferred charges 10a Land, buildings, and equipment cost or other 30,930 basis Complete Part VI of Schedule D 10a 10,310 0. 20,620. b Less accumulated depreciation 10b 10c 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 73,774. 34,279. 15 Other assets See Part IV, line 11 15 8,964,526. 9,754,071. 16 Total assets. Add lines 1 through 15 (must equal line 34) 16 261,956. 301,835 17 Accounts payable and accrued expenses 17 18 Grants payable 18 19 Deferred revenue 19 20 Tax-exempt bond liabilities 20 21 Escrow or custodial account liability Complete Part IV of Schedule D 21 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L 22 Secured mortgages and notes payable to unrelated third parties 23 23 24 Unsecured notes and loans payable to unrelated third parties 24 25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of 14,619. 57,800. Schedule D 25 276,575. 359,635. Total liabilities. Add lines 17 through 25 Organizations that follow SFAS 117, check here > X and complete lines 27 through 29, and lines 33 and 34. Net Assets or Fund Balances 571,949. 668,339. 27 Unrestricted net assets 27 8,116,002 8,726,097. 28 Temporarily restricted net assets 28 Permanently restricted net assets 29 Organizations that do not follow SFAS 117, check here 

and

> 9,754,071. Form 990 (2011)

> 9,394,436.

30

31

32

34

30

31

32

33

complete lines 30 through 34.

Total net assets or fund balances

Capital stock or trust principal, or current funds

Total liabilities and net assets/fund balances

Paid-in or capital surplus, or land, building, or equipment fund

Retained earnings, endowment, accumulated income, or other funds

8,687,951

8,964,526.

	990 (2011) LAW, INC.	<u>52-18</u>	<u> 318273</u>	Pag	ge 12
Pa	t 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	<u>6,75</u>	7,4	<u> 38.</u>
2	Total expenses (must equal Part IX, column (A), line 25)	2	6,05	<u>9, c</u>	<u>53.</u>
3	Revenue less expenses Subtract line 2 from line 1	3	<u>7</u> 00	5,4	85.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	8,68	7,9	<u>51.</u>
5	Other changes in net assets or fund balances (explain in Schedule O)	5			0.
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	9,39	4, 4	36.
Pa	t XIII 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 X Accrual Other				
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule	0			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		X
b	Were the organization's financial statements audited by an independent accountant?		2b	X_	
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	audit,			
	review, or compilation of its financial statements and selection of an independent accountant?		2c	<b>X</b> _	
	If the organization changed either its oversight process or selection process during the tax year, explain in Sche	edule O			
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued	d on a			
	separate basis, consolidated basis, or both				
	X Separate basis Consolidated basis Both consolidated and separate basis				
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Sir	gle Audıt			
	Act and OMB Circular A-133?		3a	<u>X</u> _	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the requi	red audıt			
	or guidts, explain why in Schedule O and describe any steps taken to undergo such audits		36	Y	

Form **990** (2011)

### SCHEDULE A

(Form 990 or 990-EZ)

**Public Charity Status and Public Support** 

OMB No 1545-0047

Department of the Treasury Internal Revenue Service

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

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

Open to Public Inspection

ivanic or (	ine organizati	LAW, IN	TIONAL CENTE	K FOR	. NOT-	ruk-P	ROFIT				
Part I	Reason		ity Status (All organiz	ations mu	st complet	te this part	) See inst	tructions	54	2-1818273	
			because it is (For lines 1					140110113			
1		=	s, or association of church	-		-	•	1			
2 🗔			'0(b)(1)(A)(ii). (Attach Sc			.00.011 170	(D)( 1)(A)(1)	<b>!•</b>			
3 🗔			tal service organization			170(h)(1)(	Δνιιι				
4			operated in conjunction					(b)(1)(A)(ii	i). Enter ti	he hospital's name	
	city, and stat		,					(~)( -)( -)( -)	.,	, , , , , , , , , , , , , , , , , , , ,	
5 🗌			benefit of a college or ur	niversity ov	wned or or	perated by	a governi	mental uni	t describe	ed in	
6	section 170(b)(1)(A)(iv). (Complete Part II )  A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v)										
7 X	☐ A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in										
1 1,23		b)(1)(A)(vi). (Comple	•	oi its supp	ort morn a	governme	mai unit u	or from the	general p	Jublic described in	
8 🗌			section 170(b)(1)(A)(vi).	(Complete	Part II )						
9 🗔			eives (1) more than 33 1			rom contri	hutione m	nemhorehi	n foos an	ud arose receints from	
- —			nctions - subject to certa								
			axable income (less sect							_	
		509(a)(2). (Complete			,			,			
10 🗔			perated exclusively to te	st for publ	ıc safety. S	See sectio	n 509(a)(4	<b>I</b> ).			
11 🔲	An organizati	ion organized and op	perated exclusively for th	ne benefit (	of, to perfo	orm the fur	nctions of,	or to carr	y out the	purposes of one or	
	more publicly	supported organiza	ations described in secti	on 509(a)(1	1) or section	on 509(a)(2	e) See sec	ction 509(	a)(3). Che	ck the box that	
	describes the	e type of supporti <u>ng</u>	organization and comple	ete lines 1	1e through	11h					
	a Type		,,		e III - Func	-	U		d	Type III · Other	
e 📖			it the organization is not			_	-				
			han one or more publicly						9(a)(1) or s	ection 509(a)(2).	
f			ten determination from t	the IRS tha	at it is a Ty	pe I, Type	II, or Type	e III		_	
		rganization, check th		<i>a.</i>		_			_		
9	_		organization accepted ar	. •		•		•		Fu. La.	
	* *		irectly controls, either al	one or tog	etner with	persons d	iescribea i	in (ii) and (	III) below,	Yes No	
	_		upported organization? n described in (i) above?	ı						11g(i)	
		•	person described in (i) o		2					11g(ii)	
h		-	about the supported or	• •						11g(iii)	
••		one mig intermedien	assacting supported of	garnzanom	(3)						
	of supported anization	organization (described on lines 1.0		(iv) Is the organization (v) Did you notify the organization in col. (i) listed in your organization in col. governing document? (i) of your support?			organization in col.		(vii) Amount of support		
			(see instructions))	Yes	No	Yes	No	Yes	No		
										•	
	_			ļ	ļ <u>.</u>						
				<del> </del>							
					-						
				<b></b>				<del> </del>			
Total											
	Paperwork Re	duction Act Notice	, see the Instructions f	or	•		•	Schedul	e A (Form	n 990 or 990-EZ) 2011	

Form 990 or 990-EZ.

Schedule A (Form 990 or 990-EZ) 2011

Schedule A (Form 990 or 990-EZ) 2011 LAW, INC. 52-1818273 Page 2

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

<u> </u>	(Complete only if you checke	d the box on line 5	, 7, or 8 of Part I or	if the organization					
_	fails to qualify under the tests	s listed below, plea	se complete Part II	1)					
Se	ction A. Public Support								
Cale	ndar year (or fiscal year beginning in) 🕨	(a) 2007	<b>(b)</b> 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total		
1	Gifts, grants, contributions, and								
	membership fees received (Do not								
	include any "unusual grants ")	5,218,952.	4,591,390.	4,979,391.	5,886,775.	6,745,882.	27,422,390.		
2	Tax revenues levied for the organ-								
	ızatıon'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				_		1		
4	Total. Add lines 1 through 3	5,218,952.	4,591,390.	4,979,391.	5,886,775.	6,745,882.	27,422,390.		
5	The portion of total contributions								
	by each person (other than a								
	governmental unit or publicly					1			
	supported organization) included								
	on line 1 that exceeds 2% of the					ĺ			
	amount shown on line 11,					į			
	column (f)						530,464.		
	Public support. Subtract line 5 from line 4						26 891 926		
Se	ction B. Total Support	<b>.</b>							
Cale	ndar year (or fiscal year beginning in) 🕨	(a) 2007	<b>(b)</b> 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total		
7	Amounts from line 4	5,218,952.	4,591,390.	4,979,391.	5,886,775.	6,745,882.	27,422,390.		
8	Gross income from interest,								
	dividends, payments received on								
	securities loans, rents, royalties		į						
	and income from similar sources	13,799.	6,499.	4,836.	1,585.	2,603.	29,322.		
9	Net income from unrelated business						<del></del>		
	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)	3,000.	3,000.	5,251.	4,889.	8,953.	25,093.		
11	Total support. Add lines 7 through 10						27,476,805.		
12	Gross receipts from related activities	, etc. (see instructio	ons)			12			
13	First five years. If the Form 990 is fo	r the organization's	first, second, third	, fourth, or fifth tax	year as a section	n 501(c)(3)			
500	organization, check this box and storection C. Computation of Publ		roontago			<u> </u>	<u> </u>		
	<del></del>		<u>-</u>			· · · · · · · · · · · · · · · · · · ·			
	Public support percentage for 2011 (		=	olumn (f))		14	<u>97.87 %</u>		
15	Public support percentage from 2010	•	•		Į	15_	99.43 %		
16a	33 1/3% support test - 2011. If the			line 13, and line 1	4 is 33 1/3% or m	ore, check this bo			
	stop here. The organization qualifies		•				►LXJ		
t	33 1/3% support test - 2010. If the				ine 15 is 33 1/3%	or more, check the	s box		
	and stop here. The organization qual		• • •				▶□		
17a	17a 10% -facts-and-circumstances test - 2011. 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 "fac					t IV how the organi	zation		
	meets the "facts-and-circumstances"		•	,	•				
k	10% -facts-and-circumstances tes						0% or		
	more, and if the organization meets the								
	organization meets the "facts-and-cire	cumstances" test	The organization gu	alifies as a public	ly supported orga	nization	▶ 1		

Schedule A (Form 990 or 990-EZ) 2011

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 III | Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II If the organization fails to qualify under the tests listed below, please complete Part II )

Section A. Public Support						
Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and						
membership fees received (Do not						
ınclude any "unusual grants.")						
2 Gross receipts from admissions,						
merchandise sold or services per-	İ					
formed, or facilities furnished in any activity that is related to the						
organization's tax-exempt purpose			Į		Į	
3 Gross receipts from activities that						
are not an unrelated trade or bus-						
iness under section 513						
4 Tax revenues levied for the organ-				<del> </del>	<del></del>	
ization'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			}			
•		<u>-</u> .	<del></del>	<del> </del>	<del> </del>	<del></del>
6 Total. Add lines 1 through 5 7a Amounts included on lines 1, 2, and			ļ <del></del>		<del></del>	
· <del></del>						
3 received from disqualified persons				-	<del> </del>	
b Amounts included on lines 2 and 3 received from other than disqualified persons that	Į.					
exceed the greater of \$5,000 or 1% of the	I		1			
amount on line 13 for the year					<del> </del>	
c Add lines 7a and 7b		-		<del></del>	<u> </u>	<del> </del>
8 Public support (Subtract line 7c from line 6)	<u> </u>	<u> </u>	<u> </u>			<u> </u>
Section B. Total Support		1		1		
Calendar year (or fiscal year beginning in)	(a) 2007	<b>(b)</b> 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
9 Amounts from line 6	<b></b>				ļ	
10a Gross income from interest, dividends, payments received on	I					
securities loans, rents, royalties	I					į
and income from similar sources						
<b>b</b> Unrelated business taxable income	1		ļ			
(less section 511 taxes) from businesses		ł				
acquired after June 30, 1975					<u> </u>	
c Add lines 10a and 10b						
11 Net income from unrelated business	1					1
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)		<u> </u>	<u> </u>			}
13 Total support (Add lines 9, 10c, 11, and 12)					-	
14 First five years. If the Form 990 is for	the organization'	s first, second, thii	rd, fourth. or fifth t	tax year as a sect	on 501(c)(3) organiz	zation,
check this box and stop here	9	,	.,,	,		<b>▶</b>
Section C. Computation of Publ	ic Support Pe	rcentage		_ <del></del>	<del></del>	
15 Public support percentage for 2011 (I			column (fl)		15	%
16 Public support percentage from 2010			00.07.117 (17)		16	%
Section D. Computation of Inves						
17 Investment income percentage for 20					17	0/
18 Investment income percentage for 20			ro, coluitiir (I))		18	%
			on line 14, and ha	a 15 ie mara than		
19a 33 1/3% support tests - 2011. If the	_					I/ IS HOT
more than 33 1/3%, check this box a	•	•	• •	•		
b 33 1/3% support tests - 2010. If the	•				•	
line 18 is not more than 33 1/3%, che					=	
20 Private foundation, If the organization	an dia not check a	. DOX ON IINE 14. 19	ia. or igo check t	rus pox and see i	OSTRUCTIONS	

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### SCHEDULE C

(Form 990 or 990-EZ)

### **Political Campaign and Lobbying Activities**

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

► See separate instructions.

2011

Open to Public Inspection

Department of the Treasury Internal Revenue Service Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.

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 35c (Proxy Tax), then

•	Section 501(c)(4), (5), or (6) organiza	tions Complete Part III	.,	, ,	. OA, 11	32, 11011
Nan	ne of organization INTERNA	TIONAL CENTER FO	OR NOT-FOR-P	ROFIT	Emple	oyer identification number
	LAW, IN					52-1818273
Pa	art I-A Complete if the org	ganization is exempt un	der section 501(c	or is a section 5	527 oı	ganization.
	Provide a description of the organiz	zation's direct and indirect politi	cal campaign activities	in Part IV		
	Political expenditures				▶\$	
3	Volunteer hours					
Pa	art I-B Complete if the org	ganization is exempt un	der section 501(c	)(3).		
1	Enter the amount of any excise tax	incurred by the organization un	ider section 4955		▶\$	
2	Enter the amount of any excise tax	incurred by organization manage	gers under section 495	5	▶\$	
3	If the organization incurred a section	on 4955 tax, did it file Form 4720	O for this year?			Yes No
	a Was a correction made?					└── Yes └── No
	of If "Yes," describe in Part IV	ronization is everent un	der section FO1/s	\ avaant aastian	E04/	-1/0)
<u> </u>		ganization is exempt un				C)(3).
	Enter the amount directly expende	, , ,	•		▶\$	a
2	Enter the amount of the filing organ exempt function activities	ization's lunds contributed to d	other organizations for s	Section 527	•	
3	Total exempt function expenditures	s Add lines 1 and 2 Enter here	and on Form 1120-POI		▶\$	
Ŭ	line 17b	3 Add lines 7 and 2 Chief Here	and 0111 01111 11201 01	-,	▶\$	
4	Did the filing organization file Form	1120-POL for this year?			- Ψ	Yes No.
5			EIN) of all section 527 p	olitical organizations t	o whicl	
	made payments For each organiza					
	contributions received that were pi	romptly and directly delivered to	a separate political org	ganization, such as a s	separat	e segregated fund or a
	political action committee (PAC) If	additional space is needed, pro	ovide information in Par	t IV		
	(a) Name	(b) Address	(c) EIN	(d) Amount paid	from	(e) Amount of political
				filing organization		contributions received and promptly and directly
				funds If none, ent	er -u-	delivered to a separate
			ĺ			political organization
						If none, enter -0-
						-
		· · · · · · · · · · · · · · · · · · ·				

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LHA

Schedule C (Form 990 or 990-EZ) 2011

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

Schedule C (Form 990 or 990 EZ) 2011  Part II-A   Complete if the org	LAW, INC.		501(c)(3) and fil	52-1	818273 Page 2
(election under sec					
A Check In the filing organization organization expenses, and share	tion belongs to an affili e of excess lobbying e tion checked box A an	xpenditures)		group member's nam	e, address, EIN,
Limit	ts on Lobbying Expen litures" means amou	ditures		(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influ	uence public opinion (g	rass roots lobbying)			
b Total lobbying expenditures to influence	uence a legislative bod	y (dırect lobbyıng)		15,609.	
c Total lobbying expenditures (add li	nes 1a and 1b)			15,609.	
d Other exempt purpose expenditure	es			6,035,344.	
e Total exempt purpose expenditure	s (add lines 1c and 1d)	<b>)</b>		6,050,953.	
f Lobbying nontaxable amount Ente				452,548.	
If the amount on line 1e, column (a) o		ying nontaxable amo	ount is:		
Not over \$500,000		he amount on line 1e			
Over \$500,000 but not over \$1,000		oplus 15% of the except plus 10% of the excep			
Over \$1,000,000 but not over \$1,5					
Over \$1,500,000 but not over \$17,	ss over \$1,500,000.				
Over \$17,000,000	\$1,000,0	00			
g Grassroots nontaxable amount (en	iter 25% of line 1f)			113,137.	
h Subtract line 1g from line 1a If zer	o or less, enter -0-			0.	<del></del>
Subtract line 1f from line 1c If zero	or less, enter -0-			0.	
J If there is an amount other than ze		ne 11, did the organiza	ation file Form 4720	_	
reporting section 4911 tax for this					Yes No
•	4-Year Ave ations that made a se lumns below. See the		do not have to comp		
	Lobbying Expen	ditures During 4-Yea	r Averaging Period		
Calendar year (or fiscal year beginning in)	(a) 2008	( <b>b)</b> 2009	(c) 2010	(d) 2011	(e) Total
2a_Lobbying nontaxable amount	357,955.	382,162.	378,612.	452,548.	1,571,277.
<b>b</b> Lobbying ceiling amount				_	
(150% of line 2a, column(e))					2,356,916.
c_Total lobbying expenditures	522.	12,586.	5,117.	15,609.	33,834.
d Grassroots nontaxable amount	89,489.	95,541.	94,653.	113,137.	392,820.
e Grassroots ceiling amount (150% of line 2d, column (e))					589,230.
					[

Schedule C (Form 990 or 990-EZ) 2011

Schedule C (Form 990 or 990 EZ) 2011 LAW, INC. 52-181827

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 52-1818273 Page 3

(election under section 501(h)).

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?  2 Volunteers?  3 Volunteers?  4 Mailings to members, legislators, or the public?  5 Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?  6 Media advertisements?  9 Media advertisements?  1 Grants to other organizations for lobbying purposes?  9 Direct contact with legislators, their staffs, government officials, or a legislative body?  1 Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?  1 Other activities?  1 Other activities?  1 Total Add lines 1c through 1i  2 Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?  2 If "Yes," enter the amount of any tax incurred under section 4912  3 If the filling organization incurred a section 4912 at the filling organization uncurred as section 4912 at the organization make only in-house lobbying expenditures of \$2,000 or less?  2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?  3 Did the organization agree to carry over lobbying and political expenditures from the prior year?  1 Dues, assessments and similar amounts from members  2 Section 162(e) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, answered "Yes."  1 Dues, assessments and similar amounts from members  2 Section 162(e) nondeductible lobbying and political expenditures (d		(		(a)	, p							
local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of a Volunteers?  b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?  c Media advertisements?  d Mailings to members, legislators, or the public?  e Publications, or published or broadcast statements?  f Grants to other organizations for lobbying purposes?  g Direct contact with legislators, their staffs, government officials, or a legislative body?  h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?  i Other activities?  j Total Add lines 1c through 1i  2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?  bit "Yes," enter the amount of any tax incurred under section 4912  cill "Yes," enter the amount of any tax incurred by organization managers under section 4912  diff 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  1 Were substantially all (90% or more) dues received nondeductible by members?  2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?  3 Did the organization agree to carry over lobbying and political expenditures from the prior year?  Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, answered "Yes."  1 Dues, assessments and similar amounts from members  2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).  a Current year  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 Aggregate amount reported in section 6033(e)(1)(A)	nount	Am	lo	Yes N	he lobbying activity.							
or referendum, through the use of a Volunteers? b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? c Media advertisements? d Mailings to members, legislators, or the public? e Publications, or published or broadcast statements? f Grants to other organizations for lobbying purposes? g Direct contact with legislators, their staffs, government officials, or a legislative body? h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? j Other activities? j Total Add lines 1c through 1i 2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? b If "Yes," enter the amount of any tax incurred under section 4912 c If "Yes," enter the amount of any tax incurred upon section 4912 d If the filling 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).  1 Were substantially all (90% or more) dues received nondeductible by members? 2 Did the organization make only in-house lobbying expenditures of \$2,000 or less? 3 Did the organization make only in-house lobbying expenditures of \$2,000 or less? 3 Did the organization agree to carry over lobbying and political expenditures from the pnor year?  1 Dues, assessments and similar amounts from members 2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). a Current year b Carryover from last year c Total A Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess					During the year, did the filing organization attempt to influence foreign, national, state or							
a Volunteers? b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? c Media advertisements? d Mailings to members, legislators, or the public? e Publications, or published or broadcast statements? f Grants to other organizations for lobbying purposes? g Direct contact with legislators, their staffs, government officials, or a legislative body? h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? i Other activities? j Total Add lines 1c through 1i 2 a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? b if "Yes," enter the amount of any tax incurred by organization managers 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  1 Were substantially all (90% or more) dues received nondeductible by members? 2 Did the organization make only in-house lobbying expenditures of \$2,000 or less? 2 Did the organization agree to carry over lobbying and political expenditures from the prior year?  1 Dues, assessments and similar amounts from members 2 Section 162(e) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, answered "Yes."  1 Dues, assessments and similar amounts from members 2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). a Current year 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 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues					local legislation, including any attempt to influence public opinion on a legislative matter							
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? c Media advertisements? d Mailings to members, legislators, or the public? e Publications, or published or broadcast statements? f Grants to other organizations for lobbying purposes? g Direct contact with legislators, their staffs, government officials, or a legislative body? h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? i Other activities? j Total Add lines 1c through 1i  2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? b if "Yes," enter the amount of any tax incurred under section 4912 c if "Yes," enter the amount of any tax incurred by organization managers under section 4912 d if the filing organization incurred a section 4912 tax, did if the 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  1 Were substantially all (90% or more) dues received nondeductible by members? 2 Did the organization make only in-house lobbying expenditures of \$2,000 or less? 3 Did the organization agree to carry over lobbying and political expenditures from the prior year? 3 Did the organization agree to carry over lobbying and political expenditures from the prior year? 3 Did the organization agree to carry over lobbying and political expenditures from the prior year? 3 Did sassessments and similar amounts from members 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, answered "Yes."  1 Dues, assessments and similar amounts from members 2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). a Current year b Carryover from last year c Total 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues 4 If notices were sent and the amount on line 2c exceeds the amount					or referendum, through the use of							
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5 Taxable amount of lobbying and political expenditures (see instructions) 5		-	5		Taxable amount of lobbying and political expenditures (see instructions)							
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### 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, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. ▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047 Open to Public Inspection

Name of the organization

INTERNATIONAL CENTER FOR NOT-FOR-PROFIT

Employer identification number 52-1818273 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 Total number at end of year 1 Aggregate contributions to (during year) Aggregate grants from (during year) 3 Aggregate value at end of year 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? Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Part II | Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7 Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area Protection of natural habitat Preservation of a certified historic structure Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year Held at the End of the Tax Year a Total number of conservation easements 2a Total acreage restricted by conservation easements 2b c Number of conservation easements on a certified historic structure included in (a) 2c Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax Number of states where property subject to conservation easement is located Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year 6 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year > \$ Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) 8 and section 170(h)(4)(B)(ii)? Yes 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 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items (i) Revenues included in Form 990, Part VIII, line 1 (ii) Assets included in Form 990, Part X If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items a Revenues included in Form 990, Part VIII, line 1 b Assets included in Form 990, Part X

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2011

	dule D (Form 990) 2011 LAW, INC						52-	181827	3 Page <b>2</b>
Pai	t III   Organizations Maintaining C								
3	Using the organization's acquisition, accession	n, and other record	ls, checl	k any of the	following tha	ıt are a sıgr	nificant use o	f its collection	n items
	(check all that apply)								
а	Public exhibition	d		Loan or exc	hange progra	ams			
b	Scholarly research	е		Other					
C	Preservation for future generations								
4	Provide a description of the organization's co	llections and explai	n how th	ney further t	he organizati	on's exemp	ot purpose in	Part XIV	
5	During the year, did the organization solicit or	receive donations	of art, hi	storical trea	sures, or oth	er sımılar a	ssets		
	to be sold to raise funds rather than to be ma					· · · · · · · · · · · · · · · · · · ·		Yes	No_
Par	t IV Escrow and Custodial Arrang		ete if the	organizatio	n answered	"Yes" to Fo	orm 990, Parl	t IV, line 9, or	
	reported an amount on Form 990, Part								
1a	Is the organization an agent, trustee, custodia	an or other intermed	lary for	contribution	ns or other as	sets not in	cluded		
	on Form 990, Part X?							Yes	∟ No
b	If "Yes," explain the arrangement in Part XIV a	and complete the fo	llowing	table			<del></del>		
								Amoun	<u> </u>
С	Beginning balance						1c		
d	Additions during the year						1d		
е	Distributions during the year						1e		
f	Ending balance						1f		
	Did the organization include an amount on Fo	rm 990, Part X, line	21?					Yes	∟ No
	If "Yes," explain the arrangement in Part XIV								
Par	t V Endowment Funds. Complete if	the organization an	swered	"Yes" to Fo					
	<u> </u>	(a) Current year	(b) P	rior year	(c) Two year	rs back (d	Three years b	oack (e) Four	years back
1a	Beginning of year balance								
b	Contributions								
С	Net investment earnings, gains, and losses			<del> </del>					
d	Grants or scholarships			<del></del> ,					
е	Other expenditures for facilities				Ì				
	and programs								
f	Administrative expenses								
g	End of year balance								
2	Provide the estimated percentage of the curre	ent year end balanc	e (line 1	g, column (a	a)) held as				
а	Board designated or quasi-endowment		_%						
b	Permanent endowment	%							
С	Temporarily restricted endowment	%							
	The percentages in lines 2a, 2b, and 2c should	-							
3а	Are there endowment funds not in the posses	ssion of the organiza	ation tha	at are held a	ind administe	red for the	organization	,	
	by:								Yes No
	(i) unrelated organizations							3a(ı)	
	(ii) related organizations							3a(iı)	
b	If "Yes" to 3a(II), are the related organizations	· · · · · · · · · · · · · · · · · · ·						3b	
4	Describe in Part XIV the intended uses of the								_
Par	t VI Land, Buildings, and Equipme	ent. See Form 990	), Part X	, line 10					
	Description of property	(a) Cost or o		. ,	or other		umulated	(d) Bool	k value
		basis (investr	nent)	basis	(other)	depre	eciation		
	Land					•			
	Buildings								
	Leasehold improvements			3	0,930.	1	<u>.0,310.</u>	2	<u>0,620.</u>
	Equipment					<u>.</u> .	·		
	Other								
Total	. Add lines 1a through 1e (Column (d) must ed	ual Form 990. Part	X. colun	nn (B), line 1	10(c))		•	1 20	0.620.

Schedule D (Form 990) 2011

Part VII Investments - Other Securities.	Soo I omi 330, rait A, line		and of well-returns
(a) Description of security or category (including name of security)	(b) Book value		nod of valuation <sup>.</sup> of-year market value
) Financial derivatives			
) Closely-held equity interests			
) Other			
(A)			
(B)			
(C)			
(D)		<del>-   </del>	
(E) 			
(G)			
(H)		******	
(1)			
otal (Col (b) must equal Form 990, Part X, col (B) line 12.)	<b>&gt;</b>		
Part VIII Investments - Program Related	See Form 990, Part X, line	e 13	
(a) Description of investment type	(b) Book value		nod of valuation of-year market value
(1)			
(2)			
(3)			
(4) (5)			
(6)			
(7)			
(8)			
(9)			
(10)			
otal (Col (b) must equal Form 990, Part X, col (B) line 13.) Part IX Other Assets. See Form 990, Part X, I	<u> </u>		
	(a) Description		(b) Book value
(1)	(-)		(b) Book value
(2)		<u></u>	
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(10)			
otal. (Column (b) must equal Form 990, Part X, col (B)	line 15 )		<b>&gt;</b>
Part X Other Liabilities. See Form 990, Part	X, line 25		
		(b) Book value	
(a) Decoration of lightlifts		<del></del>	
(a) Description of liability  (1) Federal income taxes			
(a) Description of liability  (1) Federal income taxes  (2) DEFERRED RENT ABATEMENT		9,746.	
(a) Description of liability  (1) Federal income taxes  (2) DEFERRED RENT ABATEMENT  (3) DUE TO SUBRECIPIENTS		9,746. 48,054.	
(a) Description of liability  (1) Federal income taxes  (2) DEFERRED RENT ABATEMENT  (3) DUE TO SUBRECIPIENTS  (4)			
(a) Description of liability  (1) Federal income taxes  (2) DEFERRED RENT ABATEMENT  (3) DUE TO SUBRECIPIENTS  (4)  (5)			
(a) Description of liability  (1) Federal income taxes  (2) DEFERRED RENT ABATEMENT  (3) DUE TO SUBRECIPIENTS  (4)  (5)  (6)			
(a) Description of liability  (1) Federal income taxes  (2) DEFERRED RENT ABATEMENT  (3) DUE TO SUBRECIPIENTS  (4)  (5)			
(a) Description of liability  (1) Federal income taxes  (2) DEFERRED RENT ABATEMENT  (3) DUE TO SUBRECIPIENTS  (4)  (5)  (6)  (7)			
(a) Description of liability  (1) Federal income taxes  (2) DEFERRED RENT ABATEMENT  (3) DUE TO SUBRECIPIENTS  (4)  (5)  (6)  (7)  (8)			
(a) Description of liability  (1) Federal income taxes  (2) DEFERRED RENT ABATEMENT  (3) DUE TO SUBRECIPIENTS  (4)  (5)  (6)  (7)  (8)  (9)  (10)  (11)		48,054.	
(a) Description of liability  (1) Federal income taxes  (2) DEFERRED RENT ABATEMENT  (3) DUE TO SUBRECIPIENTS  (4)  (5)  (6)  (7)  (8)  (9)  (10)	line 25)	48,054.	

Schee <b>Par</b>	t XI Reconciliation of Change in Net Assets from Form 990 to	Audited Finance			818273	Page 4
		Addited Fillant		IIIeiit		420
1	Total revenue (Form 990, Part VIII, column (A), line 12)	}	1		<u>6,757,</u>	
2	Total expenses (Form 990, Part IX, column (A), line 25)	}	2		6,050,	
3	Excess or (deficit) for the year Subtract line 2 from line 1		3		706,	485.
4	Net unrealized gains (losses) on investments		4			
5	Donated services and use of facilities	-	5			
6	Investment expenses	ŀ	6			
7	Prior period adjustments		7			
8	Other (Describe in Part XIV)		. 8		<del></del>	
9	Total adjustments (net) Add lines 4 through 8		9			405
10 Par	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and tall Reconciliation of Revenue per Audited Financial Statemer		10   lue per R	eturn	706,	485.
1	Total revenue, gains, and other support per audited financial statements		<u></u>	1	6,757,	438.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12					
a	Net unrealized gains on investments	2a				
b	Donated services and use of facilities	2b				
c	Recoveries of prior year grants	2c				
d	Other (Describe in Part XIV)	2d				
	Add lines 2a through 2d	20		2e		0.
e	Subtract line 2e from line 1			3	6,757,	
3				3	0,131,	430.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1	1 4- 1				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a				
b	Other (Describe in Part XIV)	4b				^
С	Add lines 4a and 4b			4c	C 757	420
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)  t XIII Reconciliation of Expenses per Audited Financial Stateme	nto With Eyno	2000 200	Dot:	6,757,	438.
		ents with Expe	nses per			0.5.2
1	Total expenses and losses per audited financial statements			1	6,050,	953.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25	1 1		1		
а	Donated services and use of facilities	2a				
b	Prior year adjustments	2b				
С	Other losses	2c				
d	Other (Describe in Part XIV)	2d				_
е	Add lines 2a through 2d			2e		0.
3	Subtract line 2e from line 1			3	6,050,	953.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1					
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a				
b	Other (Describe in Part XIV)	4b				
С	Add lines 4a and 4b			4c	··	0.
	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)		_	5	6,050,	<u>953.</u>
Pai	t XIV Supplemental Information					
Com	plete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III	, lines 1a and 4, Pa	rt IV, lines 1	b and 2	b, Part V, line	4, Part
X, line	e 2, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b Also compl	lete this part to pro	vide any ado	ditional	ınformatıon	
PAI	RT X, LINE 2: IN JUNE 2006, THE FINANCIAL A	ACCOUNTING	STAND	ARDS	BOARD	
<u>(F</u>	ASB) RELEASED FASB ASC 740-10, INCOME TAXES	S, THAT PR	OVIDES	GU]	DANCE F	OR
REI	ORTING UNCERTAINTY IN INCOME TAXES. FOR TH	HE YEARS E	NDED D	ECEN	MBER 31,	<u></u>
201	1 AND 2010, THE CENTER HAS DOCUMENTED ITS	CONSIDERA	TION O	F FA	ASB ASC	
740	)-10 AND DETERMINED THAT NO MATERIAL UNCERT	TAIN TAX P	OSITIO	NS (	UALIFY	FOR
EI	THER RECOGNITION OR DISCLOSURE IN THE FINAL	CIAL STAT	EMENTS	. TI	HE FEDER	RAL_
FOI	RM 990, RETURN OF ORGANIZATION EXEMPT FROM	INCOME TA	X, IS	SUB	JECT TO	
EXA	AMINATION BY THE INTERNAL REVENUE SERVICE,	GENERALLY	FOR T	HREI	YEARS	
					ule D (Form 9	90) 2011

# INTERNATIONAL CENTER FOR NOT-FOR-PROFIT Schedule D (Form 990) 2011 LAW, INC. Part XIV Supplemental Information (continued) 52-1818273 Page 5 AFTER IT IS FILED. Schedule D (Form 990) 2011

132055 01-23-12

### SCHEDULE'F (Form 990)

### Statement of Activities Outside the United States

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

OMB No 1545-0047 Open to Public Inspection

Department of the Treasury Internal Revenue Service

Name of the organization

▶ Attach to Form 990. ▶ See separate instructions.

Employer identification number

INTERNATIONAL CENTER FOR NOT-FOR-PROFIT LAW,

52-1818273 General Information on Activities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b

For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? X Yes

For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the

(a) Region	(b) Number of	(c) Number of	(d) Activities conducted in region	(e) If activity listed in (d)	(f) Total
	offices in the region	employees, agents, and independent	(by type) (e g, fundraising, program services, investments, grants to	is a program service, describe specific type	expenditures for and
		contractors in region	recipients located in the region)	of service(s) in region	investments in region
EUROPE (INCLUDING				NGO LEGAL ENABLING	
ICELAND & GREENLAND)	1	7	PROGRAM SERVICES	ENVIRONMENT INITIATIVES	601,883.
RUSSIA & THE NEWLY				NGO LEGAL ENABLING	
INDEPENDENT STATES	7	33	PROGRAM SERVICES	ENVIRONMENT INITIATIVES	1,380,946.
MIDDLE EAST AND				NGO LEGAL ENABLING	
NORTH AFRICA	1	12	PROGRAM SERVICES	ENVIRONMENT INITIATIVES	360,799.
			PROGRAM SERVICES	NGO LEGAL ENABLING	
SOUTH ASIA	1	. 3	PROGRAM SERVICES	ENVIRONMENT INITIATIVES	28,488.
EAST ASIA AND THE				NGO LEGAL ENABLING	
PACIFIC		5	PROGRAM SERVICES	ENVIRONMENT INITIATIVES	12,636.
CENTRAL AMERICA AND				NGO LEGAL ENABLING	
THE CARIBBEAN	(	5	PROGRAM SERVICES	ENVIRONMENT INITIATIVES	24,927.
		_		NGO LEGAL ENABLING	05.044
NORTH AMERICA		5	PROGRAM SERVICES	ENVIRONMENT INITIATIVES	25,911.
				NGO LEGAL ENABLING	
SUB-SAHARAN AFRICA		4_	PROGRAM SERVICES	ENVIRONMENT INITIATIVES	110,938.
3 a Sub-total	1(	74			2,546,528.
b Total from continuation					
sheets to Part I		3			647,702.
c Totals (add lines 3a		_			
and 3b)	10	)	<u> </u>	<u> </u>	3 194 230

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule F (Form 990) 2011

LAW, INC. 52-1818273 Page 1 Schedule F (Form 990) Continuation of Activities per Region. (Schedule F (Form 990), Part I, line 3) Part I (a) Region (b) Number of (c) Number of (d) Activities conducted in region (e) If activity listed in (d) (f) Total offices employees or (by type) (i.e., fundraising, is a program service, expenditures in the region agents in program services, grants to describe specific type for region region recipients located in the region) of service(s) in region NGO LEGAL ENABLING PROGRAM SERVICES ENVIRONMENT INITIATIVES 9,423. SOUTH AMERICA RUSSIA & THE NEWLY GRANTS TO RECIPIENTS LOCATED IN REGION INDEPENDENT STATES 357,451. CENTRAL AMERICA AND GRANTS TO RECIPIENTS THE CARIBBEAN LOCATED IN REGION 17,000. MIDDLE EAST AND GRANTS TO RECIPIENTS LOCATED IN REGION NORTH AFRICA 227,513. EUROPE (INCLUDING GRANTS TO RECIPIENTS ICELAND & GREENLAND) LOCATED IN REGION 9,967. GRANTS TO RECIPIENTS LOCATED IN REGION SOUTH ASIA 6,500. EUROPE (INCLUDING ICELAND & GREENLAND) BOARD MEETING 19,848. **Totals** 647,702.

LAW,

Part II

Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000 Check this box if no one recipient received more than \$5,000 Part II can be duplicated if additional space is needed Schedule F (Form 990) 2011

Page 2

52-1818273

(i) Method of valuation (book, FMV, appraisal, other) (h) Description of non-cash assistance (g) Amount of Ö Ö Ö 0 o C non-cash assistance Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by cash disbursement 32,427, WIRE TRANSFER 18,398 WIRE TRANSFER 25,050, WIRE TRANSFER 299974, WIRE TRANSFER 11,000 WIRE TRANSFER WIRE TRANSFER WIRE TRANSFER 20,240, WIRE TRANSFER (f) Manner of of cash grant 000 9 9.967. (e) Amount the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter TO SUPPORT NGO LAW TO SUPPORT NGO LAW ASSISTANCE TO NGOS TO SUPPORT NGO LAW TO SUPPORT NGO LAW O SUPPORT NGO LAW TO SUPPORT NGO LAW TO SUPPORT NGO LAW PROVIDE LEGAL AND (d) Purpose of grant EDUCATIONAL REFORM AND THE CARIBBEAN REFORM REFORM REFORM LEFORM REFORM REFORM ND THE CARIBBEAN NEWLY INDEPENDENT NEWLY INDEPENDENT NEWLY INDEPENDENT EUROPE (INCLUDING CENTRAL AMERICA MIDDLE EAST AND ENTRAL AMERICA MIDDLE EAST AND (c) Region RUSSIA & THE RUSSIA & THE RUSSIA & THE NORTH AFRICA NORTH AFRICA SREENLAND) CELAND & STATES STATES STATES and EIN (if applicable) (b) IRS code section (a) Name of organization 0

Schedule F (Form 990) 2011

Enter total number of other organizations or entities

က

FOR NOT-FOR-PROFIT	
CENTER	
INTERNATIONAL	LAW, INC.

Page 2		(i) Method of cash valuation (book, FMV, appraisal, other)	•		<u>.                                    </u>			•			
	line 1)	it of (h) Description of non-cash ce assistance	0	0	0	0	0	0	0	0	0
52-1818273	n 990), Part II,	(g) Amount of non-cash assistance									
52-1	(Schedule F (Form 990), Part II, line 1)	(f) Manner of cash disbursement	WIRE TRANSFER	10,000, WIRE TRANSFER	5,250, WIRE TRANSFER	WIRE TRANSFER	WIRE TRANSFER		WIRE TRANSFER	WIRE TRANSFER	
R-PROFIT	he United States.	(e) Amount of cash grant	59,231.	10,000,	5,250,	7,450	9 7 9	10,000		5,350.	7.500
CENTER FOR NOT-FOR-PROFIT	ations or Entities Outside the United States.	(d) Purpose of grant	TO SUPPORT NGO LAW REFORM	TO SUPPORT NGO LAW REFORM	TO SUPPORT NGO LAW REFORM	TO SUPPORT NGO LAW REFORM	TO SUPPORT NGO LAW REFORM	TO SUPPORT NGO LAW REFORM	IO SUPPORT NGO LAW REFORM	TO SUPPORT NGO LAW REFORM	TO SUPPORT NGO LAW REFORM
INTERNATIONAL CER LAW, INC.	Continuation of Grants and Other Assistance to Organizations	(c) Region	MIDDLE EAST AND NORTH AFRICA	MIDDLE EAST AND NORTH AFRICA	MIDDLE EAST AND NORTH AFRICA	MIDDLE EAST AND NORTH AFRICA	MIDDLE EAST AND NORTH AFRICA	MIDDLE EAST AND NORTH AFRICA	MIDDLE EAST AND NORTH AFRICA	MIDDLE EAST AND NORTH AFRICA	
LNTER LAW,	of Grants and Other	(b) IRS code section and EIN (if applicable)									
Schedule F (Form 990)	Continuation o	<u> </u>									
Schedu	Part II	1 (a) Na									

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Page 2		(i) Method of valuation (book, FMV, appraisal, other)	•					
		(h) Description of non-cash assistance						
52-1818273	90), Part II, line 1	(g) Amount of non-cash assistance	*0	0				
52-18	Schedule F (Form 9	(f) Manner of cash disbursement	10,000,WIRE TRANSFER	WIRE TRANSFER				
FROFLE	United States.	(e) Amount of cash grant	10,000,01	25,820.				
IEN FOR NOI-FOR-FROFII	tions or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)	(d) Purpose of grant	TO SUPPORT NGO LAW REFORM	TO SUPPORT NGO LAW REFORM				
LAW, INC.	Continuation of Grants and Other Assistance to Organizations	(c) Region	MIDDLE EAST AND NORTH AFRICA	AND				
LAW,	Grants and Other	(b) IRS code section and EIN (if applicable)						
띠	Part II Continuation of	Je L						

Page 3

52-1818273

LAW, INC.

Schedule F (Form 990) 2011

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 16 Part III can be duplicated if additional space is needed

of V. her)					<b> </b> 	
(h) Method of valuation (book, FMV, appraisal, other)					;	
(g) Description of non-cash assistance						
(f) Amount of non-cash assistance	*0	0				
(e) Manner of cash disbursement	HIRE TRANSFER	20,000.WIRE TRANSFER				
(d) Amount of cash grant	W. 002, 9	20,000,00				
(c) Number of recipients	1	2				
(b) Region	SOUTH ASIA	MIDDLE EAST AND NORTH AFRICA				
(a) Type of grant or assistance (b) Region	GRANTS TO FUND INNOVATIVE PROJECTS TO IMPROVE THE LEGAL ENVIRONMENT FOR CIVIL SOCIETY					

Schedule F (Form 990) 2011

Schedu	ule F (Form 990) 2011 LAW, INC.	<u>52-1818273</u> Page 4
Part	IV Foreign Forms	
1	Was the organization a U.S. transferor of property to a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)	Yes X No
2	Did the organization have an interest in a foreign trust during the tax year? If "Yes," the organization may be required to file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A)	. Yes X No
3	Did the organization have an ownership interest in a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations. (see Instructions for Form 5471)	Yes X No
4	Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)	Yes X No
5	Did the organization have an ownership interest in a foreign partnership during the tax year? If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect To Certain Foreign Partnerships (see Instructions for Form 8865)	Yes X No
6	Did the organization have any operations in or related to any boycotting countries during the tax year? If "Yes," the organization may be required to file Form 5713, International Boycott Report (see Instructions for Form 5713)	X Yes No

Schedule F (Form 990) 2011

Schedule F (Form 990) 2011 LAW, INC. 52-1818273 Page 5

### Part V Supplemental Information

Complete this part to provide the information required by Part I, line 2 (monitoring of funds), Part I, line 3, column (f) (accounting method, amounts of investments vs expenditures per region), Part II, line 1 (accounting method), Part III (accounting method), and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information.

SCHEDULE F, PART I, LINE 2: PAYMENT FOR SMALL GRANTS IS MADE IN TWO OR

MORE DISBURSEMENTS, WITH THE FINAL DISBURSEMENT ISSUED ONCE THE FINAL

REPORT HAS BEEN FILED. THE FORMAT OF THE FINAL REPORT IS DETERMINED BY

THE APPROVED ACTIVITY TO BE SUPPORTED BY THE SMALL GRANT. FOR RESEARCH

GRANTS, THE FINAL REPORT IS THE FINISHED RESEARCH PAPER; FOR GRANTS WHICH

SUPPORT OTHER TYPES OF PROGRAM ACTIVITIES, SUCH AS WORKSHOPS, THE FINAL

REPORT DETAILS THE ACCOMPLISHMENTS AND INCLUDES A FINANCE REPORT

COMPARING ACTUAL COSTS TO THE APPROVED BUDGET.

FOR GRANTS THAT EXCEED THE SMALL GRANT THRESHOLD, THE GRANTEE RECEIVES AN INITIAL ADVANCE, BASED ON THEIR CALCULATED NEEDS FOR THE ADVANCE PERIOD.

THE GRANTEE MUST THEN SUBMIT A REPORT WHICH LIQUIDATES THE ADVANCE AND A REQUEST FOR THE NEXT DISBURSEMENT. FOR SUBSTANTIAL GRANTS, SUCH AS THE RUSSIA PROGRAM, GRANTEES SUBMIT MONTHLY REPORTS; FOR THE HONDURAS PROGRAM, WHICH HAS A LOWER LEVEL OF ACTIVITY, THE GRANTEE SUBMITS

QUARTERLY REPORTS. THE LIQUIDATION REPORTS INCLUDE A COMPARISON OF ACTUAL COSTS TO THE APPROVED BUDGET, WITH COPIES OF SUPPORTING DOCUMENTATION, RECEIPTS, ETC.

# SCHEDULE J' (Form 990)

**Compensation Information** 

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

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

OMB No 1545-0047

Open to Public Inspection

Department of the Treasury
Internat Revenue Service

Name of the organization

► Attach to Form 990. ► See separate instructions.

INTERNATIONAL CENTER FOR NOT-FOR-PROFIT

INTERNATIONAL CENTER FOR NOT-FOR-PROFIT LAW, INC.

Employer identification number 52-1818273

Pa	art   Questions negarding Compensation			
			Yes	No
1a	2 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			1
	First-class or charter travel Housing allowance or residence for personal us	se .		
	Travel for companions Payments for business use of personal residen	се		
	Tax indemnification and gross-up payments  Health or social club dues or initiation fees			
	Discretionary spending account Personal services (e.g., maid, chauffeur, chef)			-
b	o If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or			
-	reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b		
2				
	trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2		
			T	
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's	s		
	CEO/Executive Director Check all that apply Do not check any boxes for methods used by a related organization to			
	establish compensation of the CEO/Executive Director Explain in Part III			
	Compensation committee X Written employment contract			
	Independent compensation consultant  X Compensation survey or study			
	Form 990 of other organizations  X Approval by the board or compensation comm	ittee		
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			Ì
а	Receive a severance payment or change-of-control payment?	4a		X
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b		Х
С	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		X
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III			
	Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.			
5				
-	contingent on the revenues of			
а	The organization?	5a		x
b	no Any related organization?	5b		Х
	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			
а	a The organization?	6a		Х
b	Any related organization?	6b		Х
	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		X
8	Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the			
	initial contract exception described in Regulations section 53 4958-4(a)(3)? If "Yes," describe in Part III	8		X
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in			
	Regulations section 53 4958-6(c)?	9		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2011

52-1818273

LAW, INC.

Schedule J (Form 990) 2011

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

Page 2

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual

		(B) Breakdown of	(B) Breakdown of W-2 and/or 1099-MISC compensation	SC compensation	(C)	(Q)	(E)	(F)
(A) Name		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	Retirement and other deferred compensation	Nontaxable benefits	Total of columns (B)(ı)·(D)	Compensation reported as deferred in prior Form 990
	Ξ	140,425.	0	0	14,863.	14,434.	169,722.	0
1 DOUGLAS RUTZEN	Œ	0.	0.	0	0	0.	.0	0.
	Ξ	146,675.	0	0	14,691.	14,908.	176,274.	0.
2 STEPHAN KLINGELHOFER	(ii)	0	0	0	0	0	- 1	0.
	Ξ	128,765.	0.	0	12,976.	14,058.	155,799.	0
3 CATHY SHEA	Ξ	0	0.	0	0	0	0.	0.
	Ξ							
4	(ii)							
	Θ		,					
5	(ii)							
	Ξ							
9	(11)							,
	(1)							1
7	Ξ							
	Ξ							
8	⊞							
	3							
6	(ii)							
	(i)							
10	(II)							
	Ξ							
11	Ξ					-		,
	Ξ							
12	∷							
	ε							
13	€							
	Ξ							
14	3							
	Ξ							
15	3							
	Ξ							
16								

Schedule J (Form 990) 2011

### SCHEDULE O' (Form 990 or 990-EZ)

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

Department of the Treasury
Internal Revenue Service

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

Attach to Form 990 or 990-EZ.

2011
Open to Public Inspection

Name of the organization

INTERNATIONAL CENTER FOR NOT-FOR-PROFIT LAW, INC.

Employer identification number 52-1818273

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:
KAZAKHSTAN, KYRGYZSTAN, TAJIKISTAN, TURKMENISTAN,
UKRAINE, HUNGARY, RUSSIA, JORDAN
FORM 990, PART VI, SECTION B, LINE 11: THE 990 WAS PREPARED BY THE OUTSIDE

ACCOUNTANTS AND REVIEWED BY SENIOR MANAGEMENT. THE DRAFT 990 WAS PRESENTED

TO THE AUDIT COMMITTEE AND THEN TO THE ENTIRE BOARD OF DIRECTORS FOR REVIEW

BEFORE FILING.

FORM 990, PART VI, SECTION B, LINE 12C: ANNUALLY, AT OR ABOUT THE TIME OF THE BOARD'S ANNUAL MEETING, ICNL STAFF SENDS THE CONFLICT OF INTEREST AND DISCLOSURE POLICY FORM TO EACH BOARD MEMBER AND EACH STAFF MEMBER. THE FORM CONTAINS ICNL'S POLICY AND ASKS THAT EVERY RECIPIENT PROVIDE INFORMATION ON ANY ACTIVITIES HE OR SHE IS ENGAGED IN THAT MAY PRESENT A CONFLICT, OR AN APPEARANCE OF A CONFLICT, WITH ICNL'S PROGRAMS, POLICIES, OBJECTIVES, OR MISSION. RESPONSES ARE REVIEWED BY STAFF, AND IF ANY ACTION IS REQUIRED TO ADJUST THE RELATIONSHIP BETWEEN THE EMPLOYEE AND THE ORGANIZATION OR THE BOARD MEMBER AND THE ORGANIZATION, SUCH ACTION IS UNDERTAKEN, INITIALLY THROUGH DISCUSSIONS BETWEEN THE STAFF MEMBER AND PRESIDENT, OR THE BOARD MEMBER AND THE CHAIR, WITH THE FINAL DECISION ISSUED BY THE PRESIDENT OR CHAIR. ANY CONFLICT INVOLVING THE PRESIDENT OR CHAIR IS RESOLVED BY THE BOARD OF DIRECTORS.

FORM 990, PART VI, SECTION B, LINE 15: ICNL PURCHASED COMPARABILITY DATA
FROM A FIRM SPECIALIZING IN THIS INFORMATION. ICNL ALSO COLLECTED

<u>INFORMATION FROM SEVERAL OTHER PUBLICLY AVAILABLE SOURCES. COMPARABILITY</u>

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

Schedule O (Form 990 or 990-EZ) (2011)

32211

322121

Name of the organization INTERNATIONAL CENTER FOR NOT-FOR-PROFIT LAW, INC.

Employer identification number 52-1818273

DATA WAS THEN PRESENTED TO THE BOARD OF DIRECTORS ALONG WITH PROPOSED

SALARY LEVELS AT A MEETING OF THE BOARD OF DIRECTORS. THE DIRECTORS

DELIBERATED AND DECIDED ON COMPENSATION, AND THERE WAS CONTEMPORANEOUS

SUBSTANTIATION OF THE PROCESS. THE LAST SALARY REVIEW DATE FOR THE

PRESIDENT WAS DECEMBER, 2011.

FORM 990, PART VI, SECTION C, LINE 19: THE ORGANIZATION MAKES ITS

GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS

AVAILABLE TO THE PUBLIC UPON REQUEST. THE FINANCIAL STATEMENTS ARE ALSO

INCLUDED IN THE ORGANIZATION'S ANNUAL REPORT, WHICH IS PUBLISHED ON

WWW.ICNL.ORG.

FORM 990, PART IX, LINE 11G: FEES FOR SERVICES, OTHER: THIS PRIMARILY

CONSISTS OF FEES PAID TO CONSULTANTS, IN-COUNTRY PARTNERS, AND CERTAIN

FIELD STAFF WHO ASSIST WITH PROGRAM IMPLEMENTATION.

FORM 990, PART IX, LINE 17: TRAVEL CONSISTS OF AIRFARES, LODGING AND,

IN SOME CASES, PER DIEM ALLOWANCES ASSOCIATED WITH BRINGING PROGRAM

PARTICIPANTS TO TRAININGS WITHIN THEIR COUNTRY, TO REGIONAL MEETINGS,

AND TO INTERNATIONAL EVENTS INCLUDING ICNL'S GLOBAL FORUM ON CIVIL

SOCIETY LAW 2011. THIS CATEGORY ALSO INCLUDES TRAVEL COSTS FOR ICNL'S

FELLOWSHIP PROGRAMS, WHICH BRING LOCAL CSO LEADERS TO A HOST CSO IN

ANOTHER COUNTRY, OR TO AN ICNL OFFICE. IN ADDITION TO THESE ACTIVITIES,

THIS CATEGORY COVERS COSTS OF SENDING ICNL EXPERTS TO A COUNTRY TO

PROVIDE TECHNICAL ASSISTANCE, TO MEET WITH PARTNERS, TO CONDUCT

TRAININGS AND WORKSHOPS, AND TO CARRY OUT OTHER PROGRAMMATIC

ACTIVITIES.

Name of the organization INTERNATIONAL CENTER FOR NOT-FOR-PROFIT LAW, INC.	Employer identification number 52-1818273
SCHEDULE R, PART II, PRIMARY ACTIVITY:	
PROMOTES THE STRENGTHENING OF A SUPPORTIVE LEGAL ENVI	RONMENT FOR CIVIL
SOCIETY IN EUROPE, WITH A FOCUS ON CENTRAL AND EASTER	N EUROPE, BY
DEVELOPING EXPERTISE AND BUILDING CAPACITY IN LEGAL IS	SSUES AFFECTING
NOT-FOR-PROFIT ORGANIZATIONS AND PUBLIC PARTICIPATION	•
	<del></del>
	<del></del>

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. INTERNATIONAL CENTER FOR NOT-FOR-PROFIT LAW, INC. Name of the organization Department of the Treasury Internal Revenue Service SCHEDULE R (Form 990)

2011 Open to Public Inspection

Employer identification number 52-1818273

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

	End-of-year assets Direct controlling entity	324,723,N/A		ne or more related tax-exempt
	Total income End-of-	1,183,780,		V, line 34 because it had o
(c)	Legal domicile (state or foreign country)	DELAWARE		wered "Yes" to Form 990, Part IV
(p)	Primary activity	RESEARCH & SERVICES TO PROMOTE AN ENABLING ENVIRONMENT FOR CIVIL		ions (Complete if the organization ans
(a)	Name, address, and EIN of disregarded entity	INTERNATIONAL CENTER FOR NOT-FOR PROFIT LAW, R LLC - 20-5736798, 1126 16TH STREET, NW, P SUITE 400, WASHINGTON, DC 20036		Part II Identification of Related Tax-Exempt Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year)

	(q)	(၁)	(p)	(e)		(g) Section 512(b)(13)	(b)(13)
Primary activity	>	Legal domicile (state or	Exempt Code	Public charity	Direct controlling	controlled	) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (
	•	וסופוקוו כסמונון א)		501(c)(3))	(min)	Yes	2
PROMOTES THE STRENG'	RENGTHENING				INTERNATIONAL		
EIN; FOREIGN ENTITY), APACZAI CSERE JANOS U, OF A SUPPORTIVE LEGAL	<u>-</u>		FOREIGN		CENTER FOR		
ENVIRON, FOR CIVIL SOCIETY HUNGARY	OCIETY F	HUNGARY	ENTITY		NOT-FOR-PROFIT	×	

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

132161 01-23-12 LHA

Schedule R (Form 990) 2011

Schedule R (Form 990) 2011 LAW, INC.

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

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52-1818273

General or Percentage managing ownership Percentage ownership Schedule R (Form 990) 2011 Identification of Related Organizations Taxable as a Corporation or Trust (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year) Yes Share of end-of-year assets Code V-UBI camount in box 720 of Schedule - K-1 (Form 1065) N 6 Share of total income ε ate allocations? Disproportion-Yes No Ξ Type of entity (C corp, S corp, or trust) Share of end-of-year assets <u>e</u> Direct controlling entity Share of total Income ਉ Predominant income (related, unrelated, excluded from tax under sections 512-514) Legal domicile (state or foreign country) e 42 Primary activity Direct controlling entity 9 (c)
Legal
domicile
(state or
foreign Primary activity 9 Name, address, and EIN of related organization Name, address, and EIN of related organization 132162 01-23-12 Part IV

Page 3

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Schedule R (Form 990) 2011 LAW, INC.

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

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule				-	Yes	ž
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?	ons with one or more re	elated organizations listed	ın Parts II:IV?			Ì
a Receipt of (i) interest (ii) annuities (iii) royalties or (iv) rent from a controlled entity				1a		×
<b>b</b> Gift, grant, or capital contribution to related organization(s)				1b		×
c Gift, grant, or capital contribution from related organization(s)				10		×
d Loans or loan guarantees to or for related organization(s)				<b>1</b> 4		×
e Loans or loan guarantees by related organization(s)				<del>p</del>		×
f Sale of assets to related organization(s)				7		×
_				100		×
				2 =		⋈
i Lease of facilities, equipment, or other assets to related organization(s)				<b>;=</b>		×
J Lease of facilities, equipment, or other assets from related organization(s)				1		×
k Performance of services or membership or fundraising solicitations for related organization(s)	ganization(s)			÷		×
I Performance of services or membership or fundraising solicitations by related organization(s)	janization(s)			=		×
m Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	tion(s)			Ē		×
n Sharing of paid employees with related organization(s)				t.		×
<ul> <li>Reimbursement paid to related organization(s) for expenses</li> </ul>				0	×	
p Reimbursement paid by related organization(s) for expenses				1 0	×	
<ul> <li>q Other transfer of cash or property to related organization(s)</li> </ul>				19		×
r Other transfer of cash or property from related organization(s)				<b>-</b>		×
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	who must complete the	is 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) EUROPEAN CENTER FOR NOT-FOR -PROFIT-LAW	0	112,690.WIRE	WIRE TRANSFER			
(2)						
(3)						
(4)						
(5)						
(9)						
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52-1818273

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INTERNATIONAL CENTER FOR NOT-FOR-PROFIT

Schedule R (Form 990) 2011 LAW, INC.

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

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue)

Disproportional Code V-UBI Ceneral or Percentage undiations? of Schedule K-1 parner? Ownership Yes No (Form 1065) Yes No 3 Ξ Ξ end-of-year Share of assets <u>6</u> Share of income total Predominant income pariers sec (related, unrelated, excluded from tax under section 512-514) Yes No that was not a related organization. See instructions regarding exclusion for certain investment partnerships Ð (state or foreign country) Legal domicile <u>ပ</u> Primary activity 9 Name, address, and EIN of entity <u>a</u>

Schedule R (Form 990) 2011

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### INTERNATIONAL CENTER FOR NOT-FOR-PROFIT LAW, INC. Schedule R (Form 990) 2011

Schedule R (Form 990) 2011 LAW, INC.	52-1818273 Page 5
Part VII Supplemental Information	
Complete this part to provide additional information for responses to questions on Schedule R (see instruc	ctions)
PART I, IDENTIFICATION OF DISREGARDED ENTITIES:	
NAME OF DISREGARDED ENTITY:	
INTERNATIONAL CENTER FOR NOT-FOR PROFIT LAW, LLC	
PRIMARY ACTIVITY: RESEARCH & SERVICES TO PROMOTE AN ENABLIN	G ENVIRONMENT
FOR CIVIL SOCIETY	
PART II, IDENTIFICATION OF RELATED TAX-EXEMPT ORGANIZATIONS	:
NAME OF DAY AND ODGANICATION	
NAME OF RELATED ORGANIZATION:	
EUROPEAN CENTER FOR NOT-FOR-PROFIT LAW (NO EIN; FOREIGN	
ENTITY)	
DIRECT CONTROLLING ENTITY: INTERNATIONAL CENTER FOR NOT-FOR	-PROFIT LAW,
INC.	
	·
•	

132165 01-23-12

Schedule R (Form 990) 2011