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Department of the Treasury
Internal Revenue Service

Short Form 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)
 ▶ Sponsoring organizations of donor advised funds, organizations that operate one or more hospital facilities, and certain controlling organizations as defined in section 512(b)(13) must file Form 990. All other organizations with gross receipts less than \$200,000 and total assets less than \$500,000 at the end of the year may use this form.
 ▶ *The organization may have to use a copy of this return to satisfy state reporting requirements.*

OMB No. 1545-1150

2011

Open to Public Inspection

A For the 2011 calendar year, or tax year beginning JUL 1, 2011 and ending JUN 30, 2012

B Check if applicable

☐ Address change
☐ Name change
☐ Initial return
☐ Terminated
☐ Amended return
☐ Application pending

C Name of organization

MINNESOTA EMPLOYMENT LAW COUNCIL
C/O MELISSA RAPHAN/DORSEY & WHITNEY

Number and street (or P.O. box, if mail is not delivered to street address)

50 S SIXTH STREET

City or town, state or country, and ZIP + 4

MINNEAPOLIS, MN 55402-1498

D Employer identification number

41-1687208

E Telephone number	
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612-343-7907

F Group Exemption Number ▶	
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G Accounting Method: ☐ Cash ☒ Accrual Other (specify) ▶

H Check ☒ if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF).

Website: ► N/A

J Tax-exempt status (check only one) — ☐ 501(c)(3) ☒ 501(c)(6) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

K Check ☐ if the organization is not a section 509(a)(3) supporting organization or a section 527 organization and its gross receipts are normally not more than \$50,000. A Form 990-EZ or Form 990 return is not required though Form 990-N (e-postcard) may be required (see instructions). But if the organization chooses to file a return, be sure to file a complete return.

L Add lines 5b, 6c, and 7b, to line 9 to determine gross receipts. If gross receipts are \$200,000 or more, or if total assets (Part II, line 25, column (B) below) are \$500,000 or more, file Form 990 instead of Form 990-EZ.

► \$ 33,000.

Part I	Revenue, Expenses, and Changes in Net Assets or Fund Balances (see the instructions for Part I.)
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Check if the organization used Schedule O to respond to any question in this Part I

	Revenue	Expenses	Net Assets
1 Contributions, gifts, grants, and similar amounts received	1		
2 Program service revenue including government fees and contracts	2		
3 Membership dues and assessments	3		
4 Investment income	4		
5a Gross amount from sale of assets other than inventory	5a		
b Less: cost or other basis and sales expenses	5b		
c Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c		
6 Gaming and fundraising events			
a Gross income from gaming (attach Schedule G if greater than \$15,000)	6a		
b Gross income from fundraising events (not including \$ _____ of contributions from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds \$15,000)	6b		
c Less: direct expenses from gaming and fundraising events	6c		
d Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c)	6d		
7a Gross sales of inventory, less returns and allowances	7a		
b Less: cost of goods sold	7b		
c Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c		
8 Other revenue (describe in Schedule O)	8		
9 Total revenue. Add lines 1, 2, 3, 4, 5c, 6d, 7c, and 8	9		
10 Grants and similar amounts paid (list in Schedule O)	10		
11 Benefits paid to or for members	11		
12 Salaries, other compensation, and employee benefits	12		
13 Professional fees and other payments to independent contractors	13		
14 Occupancy, rent, utilities, and maintenance	14		
15 Printing, publications, postage, and shipping	15		
16 Other expenses (describe in Schedule O)	16		
17 Total expenses. Add lines 10 through 16	17		
18 Excess or (deficit) for the year (Subtract line 17 from line 9)	18		
19 Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19		
20 Other changes in net assets or fund balances (explain in Schedule O)	20		
21 Net assets or fund balances at end of year. Combine lines 18 through 20	21		

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

Form **990-EZ** (2011)

Form 990-EZ (2011)

41-1687208

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Check if the organization used Schedule O to respond to any question in this Part II

Part III	Statement of Program Service Accomplishments (see the instructions for Part III.)
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28 SEE ATTACHED

Part IV List of Officers, Directors, Trustees, and Key Employees. List each one even if not compensated (see the instructions for Part IV)

Part IV	List of Officers, Directors, Trustees, and Key Employees.
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Check if the organization used Schedule O to respond to any question in this Part IV

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MINNESOTA EMPLOYMENT LAW COUNCIL

Form 990-EZ (2011)

C/O MELISSA RAPHAN/DORSEY & WHITNEY

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Part V Other Information (Note the Schedule A and personal benefit contract statement requirements in the instructions for Part V.) Check if the organization used Sch. O to respond to any question in this Part V ☒

	Yes	No
33. Did the organization engage in any significant activity not previously reported to the IRS? If "Yes," provide a detailed description of each activity in Schedule O		X
34. Were any significant changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the amended documents if they reflect a change to the organization's name. Otherwise, explain the change on Schedule O (see instructions)		X
35a. Did the organization have unrelated business gross income of \$1,000 or more during the year from business activities (such as those reported on lines 2, 6a, and 7a, among others)?		X
b. If "Yes," to line 35a, has the organization filed a Form 990-T for the year? If "No," provide an explanation in Schedule O	N/A	
c. Was the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization subject to section 6033(e) notice, reporting, and proxy tax requirements during the year? If "Yes," complete Schedule C, Part III		X
36. Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N		X
37a. Enter amount of political expenditures, direct or indirect, as described in the instructions. ▶ 37a 0.		
b. Did the organization file Form 1120-POL for this year?		X
38a. Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the tax year covered by this return?		X
b. If "Yes," complete Schedule L, Part II and enter the total amount involved	N/A	
39. Section 501(c)(7) organizations. Enter:		
a. Initiation fees and capital contributions included on line 9	N/A	
b. Gross receipts, included on line 9, for public use of club facilities	N/A	
40a. Section 501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under: section 4911 ▶ N/A ; section 4912 ▶ N/A ; section 4955 ▶ N/A		
b. Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year, or did it engage in an excess benefit transaction in a prior year that has not been reported on any of its prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		N/A
c. Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ▶ N/A		
d. Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax on line 40c reimbursed by the organization ▶ N/A		
e. All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T		X
41. List the states with which a copy of this return is filed. ▶ MN		
42a. The organization's books are in care of ▶ MELISSA RAPHAN Telephone no. ▶ 612-343-7907 Located at ▶ 50 SOUTH SIXTH STREET SUITE 1500, MINNEAPOLIS, ZIP + 4 ▶ 55402-1498		
b. At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
If "Yes," enter the name of the foreign country: ▶ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
c. At any time during the calendar year, did the organization maintain an office outside of the U.S.?		X
If "Yes," enter the name of the foreign country: ▶		
43. Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041 - Check here ▶ <input type="checkbox"/> and enter the amount of tax-exempt interest received or accrued during the tax year ▶ 43 N/A		
44a. Did the organization maintain any donor advised funds during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ		X
b. Did the organization operate one or more hospital facilities during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ		X
c. Did the organization receive any payments for indoor tanning services during the year?		X
d. If "Yes" to line 44c, has the organization filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		
45a. Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
45b. 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," Form 990 and Schedule R may need to be completed instead of Form 990-EZ (see instructions)		

46 Did the organization engage, directly or indirectly, in political campaign activities on behalf of or in opposition to candidates for public office?
If "Yes," complete Schedule C, Part I

46	Yes	No
		X

Part VI Section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts only. All section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts must answer questions 47-49b and 52, and complete the tables for lines 50 and 51. Check if the organization used Schedule O to respond to any question in this Part VI

47 Did the organization engage in lobbying activities or have a section 501(h) election in effect during the tax year? If "Yes," complete Sch. C, Part II

48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E

49a Did the organization make any transfers to an exempt non-charitable related organization?

b If "Yes," was the related organization a section 527 organization?

47	Yes	No
48		
49a		
49b		

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None."

(a) Name and address of each employee paid more than \$100,000	(b) Title and average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation
N/A				

f Total number of other employees paid over \$100,000

51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None."

(a) Name and address of each independent contractor paid more than \$100,000	(b) Type of service	(c) Compensation

d Total number of other independent contractors each receiving over \$100,000

52 Did the organization complete Schedule A? Note: All section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A

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

Sign Here

Signature of officer: *Melissa Raphan* Date: 11-6-12

MELISSA RAPHAN, GENERAL COUNSEL
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name BARRY NEWMAN	Preparer's signature <i>Barry Newman</i>	Date 11-2-12	Check <input type="checkbox"/> if self-employed	PTIN P00292168
Firm's name DORSEY & WHITNEY LLP		Firm's EIN 41-0223337		
Firm's address 50 S 6TH ST, STE 1500 MINNEAPOLIS, MN 55402		Phone no. 612 340-2600		

May the IRS discuss this return with the preparer shown above? See instructions

ATTACHMENT TO FORM 990-EZ
MINNESOTA EMPLOYMENT LAW COUNCIL
41-1687208
PART III

Mission

Founded in 1990, the Minnesota Employment Law Council (MELC) serves member organizations by helping their human resource professionals and their corporate counsel not only stay abreast of but also anticipate and shape constructive public employment law policy developments in Minnesota as well as benchmark the best practices of other members relative to employment, equal opportunity and diversity objectives and legal compliance issues.

Membership

Membership is open to any large employer which employs people within the State of Minnesota, subject to approval of existing members. Membership involves annual dues of \$3,000 and an interest in sharing and accessing member ideas and experiences within the scope of MELC's mission. Upon application and acceptance, members are invited to participate in all MELC programs, eligible to receive all informational materials available for membership distribution and free to consult with other members and the MELC General Counsel regarding current legal developments and human resource practices. Current members include Ameriprise Financial Services, Inc., Land O'Lakes, Ceridian Corporation, Donaldson Company, Inc., Thrivent Financial for Lutherans, St. Paul Travelers, TCF, U.S. Bancorp, Ecolab and General Mills, Inc..

Principal Activities

MELC members meet on average six times per year to discuss experiences, solicit others' viewpoints and share ideas about the latest employment regulatory compliance and human resource policy and practice issues. These meetings revolve not around traditional seminar lectures but around discussion by the members of issues they are currently facing or background they feel they're missing relative to specific challenges. MELC is designed as a vehicle through which members can address the question: What are others doing about this? Some meetings are conducted over breakfast or lunch for 2 hours; others, hosted by member companies, sometimes extend over several hours, focusing on a specific topic. Examples of the topics treated in depth during the past year are prevention of class wage and hour claims, employee selection, performance management techniques and managing data privacy. These meetings proved to be a rich source of forms, examples, data and ideas. In each case, the program was highly interactive among the members and dealt much more with practical experience than legal dissertation.

In addition, MELC closely follows developments as they emerge and are considered at the Minnesota legislature, helping members keep their management very currently advised about legislative trends, sentiments and proposals and delivering timely expert legal testimony at sometimes hastily scheduled committee hearings as appropriate. Lobbyists retained by MELC monitor privacy, human rights and other employment bills as and before they emerge, guide and help implement MELC's response and coordinate MELC activity with those of other employer

organizations and individual company lobbyists whose responsibilities are much less specialized. MELC is consistently careful to strike a responsible, constructive tone, emphasizing potential unintended consequences of legislative proposals.

Finally, on select occasions presenting a strong likelihood of important policy precedent, MELC is positioned to participate in Minnesota appellate cases in a *amicus curiae* role, again with a view to shaping the law before it has been finally promulgated.

Inquiries

Anyone interested in learning more or pursuing membership should contact Melissa Raphan, Dorsey & Whitney LLP, 50 South Sixth Street, Minneapolis, MN 55402-1498; (612) 343-7907.