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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	OMB No 1545-0047
		2011
		Open to Public Inspection

A For the 2011 calendar year, or tax year beginning 09-01-2011 and ending 08-31-2012		
B Check if applicable <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization American Bar Association	D Employer identification number 36-0723150
	Doing Business As	E Telephone number (312) 988-5000
	Number and street (or P O box if mail is not delivered to street address) Room/suite 321 N Clark Street	G Gross receipts \$ 237,528,716
	City or town, state or country, and ZIP + 4 Chicago, IL 60654	
	F Name and address of principal officer Jack Rives Executive Director 321 N Clark Street Chicago, IL 60654	H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions) H(c) Group exemption number ▶
I Tax-exempt status <input type="checkbox"/> 501(c)(3) <input checked="" type="checkbox"/> 501(c) (6) ◀ (insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: ▶ www.abanet.org		
K Form of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		L Year of formation 1905 M State of legal domicile IL

Part I		Summary	
Activities & Governance	1 Briefly describe the organization's mission or most significant activities To serve equally the members of the legal profession and the public by defending liberty and delivering justice as the national representative of the legal profession		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	37
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	37
	5 Total number of individuals employed in calendar year 2011 (Part V, line 2a)	5	1,010
6 Total number of volunteers (estimate if necessary)	6	8,500	
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	3,463,728	
b Net unrelated business taxable income from Form 990-T, line 34	7b		
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	6,234,225	7,113,114
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	118,589,835	115,693,062
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	8,454,013	15,576,682
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	7,376,073	7,940,932
		140,654,146	146,323,790
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	773,890	923,361
	14 Benefits paid to or for members (Part IX, column (A), line 4)		0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	58,405,787	63,705,796
	16a Professional fundraising fees (Part IX, column (A), line 11e)		0
	b Total fundraising expenses (Part IX, column (D), line 25) <input type="checkbox"/> 0		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	70,590,809	72,557,384
	18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	129,770,486	137,186,541
	19 Revenue less expenses Subtract line 18 from line 12	10,883,660	9,137,249
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	239,942,508	298,105,242
	21 Total liabilities (Part X, line 26)	120,890,123	191,105,739
	22 Net assets or fund balances Subtract line 21 from line 20	119,052,385	106,999,503

Part II Signature Block				
Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.				
Sign Here	▶ _____		2013-04-11	
	Signature of officer		Date	
Paid Preparer's Use Only	▶ Jack Rives Executive Director			
	Type or print name and title			
	Preparer's signature ▶ _____	Date _____	Check if self-employed ▶ <input type="checkbox"/>	Preparer's taxpayer identification number (see instructions)
	Firm's name (or yours if self-employed), address, and ZIP + 4 ▶ _____		EIN ▶ _____	
			Phone no ▶ _____	
May the IRS discuss this return with the preparer shown above? (see instructions) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No				

Part III

Statement of Program Service Accomplishments

Check if Schedule O contains a response to any question in this Part III ☐ Yes ☒ No

1

Briefly describe the organization's mission

To serve equally the members of the legal profession and the public by defending liberty and delivering justice as the national representative of the legal profession

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O

4

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

4a

(Code) (Expenses \$ including grants of \$) (Revenue \$)

ABA Sections, Divisions, Forums The American Bar Association is the largest voluntary professional association in the world Throughout its history, the ABA has demonstrated an ability to anticipate the needs of the legal profession and to respond to the needs of a changing society The ABA brings the resources of a large national organization to the analysis and development of policy on issues that are of concern to both the profession and the public Much of this work is carried out through the entities of the Association, primarily Sections, Divisions and Forums See Schedule O for continuation

4b

(Code) (Expenses \$ including grants of \$) (Revenue \$)

4c

(Code) (Expenses \$ including grants of \$) (Revenue \$)

4d







Other program services (Describe in Schedule O)

(Expenses \$ including grants of \$) (Revenue \$)

4e

Total program service expenses \$

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	No
2	Is the organization required to complete Schedule B, Schedule of Contributors(see instructions)? 	2	Yes
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	No
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4	
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III 	5	Yes
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II	7	No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9	No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V 	10	Yes
11	If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI. 	11a	Yes
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.	11b	No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.	11c	No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.	11d	No
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X. 	11e	Yes
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X.	11f	No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12a	No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional 	12b	Yes
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Part I	14b	No
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the U S ? If "Yes," complete Schedule F, Part II and IV	15	No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the U S ? If "Yes," complete Schedule F, Part III and IV	16	No
17	Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17	No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20a	No
b	If "Yes" to line 20a, did the organization attach its audited financial statement to this return? Note. All Form 990 filers that operated one or more hospitals must attach audited financial statements	20b	

Part IV

Checklist of Required Schedules (continued)

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

Part V Statements Regarding Other IRS Filings and Tax Compliance			
Check if Schedule O contains a response to any question in this Part V <input type="checkbox"/>			
		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable. .	1a	500
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes
2a	Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return.	2a	1,010
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	2b	Yes
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	Yes
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O.	3b	Yes
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account or securities account)?	4a	No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	No
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?	6a	Yes
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	Yes
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	
d	If "Yes," indicate the number of Forms 8282 filed during the year.	7d	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8	
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?	9a	
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b	
10	Section 501(c)(7) organizations. Enter		
a	Initiation fees and capital contributions included on Part VIII, line 12.	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.	10b	
11	Section 501(c)(12) organizations. Enter		
a	Gross income from members or shareholders.	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note. All 501(c)(29) organizations must list in Schedule O each state in which they are licensed to issue qualified health plans, the amount of reserves required by each state, and the amount of reserves the organization allocated to each state.	13a	
b	Enter the aggregate amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.	13b	
c	Enter the aggregate amount of reserves on hand.	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	No
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14b	

Part VI

Governance, Management, and Disclosure

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

Section A. Governing Body and Management

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

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		No
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	Yes	
11b	Describe in Schedule O the process, if any, used by the organization to review the Form 990		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	Yes	
12b	Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	Yes	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	Yes	
13	Did the organization have a written whistleblower policy?	Yes	
14	Did the organization have a written document retention and destruction policy?	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	The organization's CEO, Executive Director, or top management official	Yes	
15b	Other officers or key employees of the organization	Yes	
	If "Yes," to line 15a or 15b, describe the process in Schedule O (see instructions)		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		No
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. <input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> 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. See Additional Data Table.
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization. Lawrence M Gill 321 N Clark Street Chicago, IL 60654 (312) 988-5000

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

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

Form **990** (2011)

Part VII

1b	Sub-Total			
c	Total from continuation sheets to Part VII, Section A			
d	Total (add lines 1b and 1c)	4,293,195		203,255

2 Total number of individuals (including but not limited to those listed in Item 1) who received more than \$100,000 of reportable compensation from the organization. 117

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
United States Postal Service 2700 Campus Drive San Mateo, CA 94497	Shipping	2,767,000
World Color Corporation 291 State St North Haven, CT 06473	Printing and paper services	2,595,566
Infocision Management Corporation 325 Springside Drive Akron, OH 44333	Telemarketing	1,549,283
Manpower 21271 Network Place Chicago, IL 60673	Staffing	1,452,918
Bear Construction Company 1501 Rohlwing Road Rolling Meadows, IL 60008	Building services	933,744
2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 213		

Part VIII Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns . . .	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	7,113,114			
	g	Noncash contributions included in lines 1a-1f \$ _____					
	h	Total. Add lines 1a-1f		7,113,114			
Program Service Revenue			Business Code				
	2a	Meeting Fees		26,615,511	26,615,511		
	b	Publication Revenue		12,443,492	12,443,492		
	c	Advertising	511120	2,994,655		2,994,655	
	d	Membership Dues		73,639,404	73,639,404		
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		115,693,062			
Other Revenue	3	Investment income (including dividends, interest and other similar amounts)		6,690,700			6,690,700
	4	Income from investment of tax-exempt bond proceeds . .					
	5	Royalties		7,293,678			7,293,678
			(i) Real	(ii) Personal			
	6a	Gross rents					
	b	Less rental expenses					
	c	Rental income or (loss)					
	d	Net rental income or (loss)					
			(i) Securities	(ii) Other			
	7a	Gross amount from sales of assets other than inventory		100,090,908			
	b	Less cost or other basis and sales expenses		91,204,926			
	c	Gain or (loss)		8,885,982			
	d	Net gain or (loss)		8,885,982			8,885,982
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a				
	b	Less direct expenses	b				
	c	Net income or (loss) from fundraising events . .					
	9a	Gross income from gaming activities See Part IV, line 19	a				
	b	Less direct expenses	b				
	c	Net income or (loss) from gaming activities . .					
	10a	Gross sales of inventory, less returns and allowances	a				
	b	Less cost of goods sold . . .	b				
	c	Net income or (loss) from sales of inventory . .					
	Miscellaneous Revenue		Business Code				
11a	Marketing Fees	900004	289,957		289,957		
b	Other Income	900099	357,297	178,181	179,116		
c							
d	All other revenue						
e	Total. Add lines 11a-11d		647,254				
12	Total revenue. See Instructions		146,323,790	112,876,588	3,463,728	22,870,360	

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)

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the United States See Part IV, line 21	816,502			
2	Grants and other assistance to individuals in the United States See Part IV, line 22	106,859			
3	Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16	0			
4	Benefits paid to or for members	0			
5	Compensation of current officers, directors, trustees, and key employees	3,903,238			
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7	Other salaries and wages	45,731,330			
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	4,036,067			
9	Other employee benefits	6,839,357			
10	Payroll taxes	3,195,804			
11	Fees for services (non-employees)				
a	Management	1,440,129			
b	Legal	1,260,510			
c	Accounting	232,283			
d	Lobbying	1,176,115			
e	Professional fundraising See Part IV, line 17				
f	Investment management fees	0			
g	Other	3,586,624			
12	Advertising and promotion	11,952,201			
13	Office expenses	7,661,265			
14	Information technology	1,883,436			
15	Royalties	1,373,536			
16	Occupancy	7,300,311			
17	Travel	9,337,499			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19	Conferences, conventions, and meetings	18,898,294			
20	Interest	1,095,837			
21	Payments to affiliates	0			
22	Depreciation, depletion, and amortization	2,276,537	2,276,537		
23	Insurance	205,500			
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)				
a	Taxes	718,088			
b	Utilities	182,256			
c	Miscellaneous Operating Expenses	1,156,651			
d	Interfund Transfers	820,312			
e					
f	All other expenses	0			
25	Total functional expenses. Add lines 1 through 24f	137,186,541	2,276,537		
26	Joint costs. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X

Balance Sheet

					(A)		(B)
					Beginning of year		End of year
Assets	1	Cash—non-interest-bearing			2,524,779	1	14,710,972
	2	Savings and temporary cash investments			22,897,174	2	10,081,572
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net			4,938,193	4	4,327,140
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L				5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Complete Part II of Schedule L				6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use			3,324,590	8	3,335,562
	9	Prepaid expenses and deferred charges			2,620,807	9	2,495,561
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a	64,468,656			
	b	Less accumulated depreciation	10b	47,795,887	16,084,964	10c	16,672,769
	11	Investments—publicly traded securities			173,614,930	11	246,095,261
	12	Investments—other securities See Part IV, line 11				12	
	13	Investments—program-related See Part IV, line 11				13	
	14	Intangible assets				14	
	15	Other assets See Part IV, line 11			13,937,071	15	386,405
	16	Total assets. Add lines 1 through 15 (must equal line 34)			239,942,508	16	298,105,242
Liabilities	17	Accounts payable and accrued expenses			9,048,938	17	8,247,702
	18	Grants payable				18	
	19	Deferred revenue			47,258,784	19	57,278,954
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D				21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L				22	
	23	Secured mortgages and notes payable to unrelated third parties			9,768,984	23	1,027,824
	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 Schedule D			54,813,417	25	124,551,259
	26	Total liabilities. Add lines 17 through 25			120,890,123	26	191,105,739
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.						
	27	Unrestricted net assets			119,039,905	27	106,999,503
	28	Temporarily restricted net assets			12,480	28	
	29	Permanently restricted net assets				29	
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.						
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			119,052,385	33	106,999,503
	34	Total liabilities and net assets/fund balances			239,942,508	34	298,105,242

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	146,323,790
2	Total expenses (must equal Part IX, column (A), line 25)	2	137,186,541
3	Revenue less expenses Subtract line 2 from line 1	3	9,137,249
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	119,052,385
5	Other changes in net assets or fund balances (explain in Schedule O)	5	-21,190,131
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	106,999,503

Part XII Financial Statements and Reporting

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

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

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527
▶ **Complete if the organization is described below.**
▶ **Attach to Form 990 or Form 990-EZ.** ▶ **See separate instructions.**

OMB No 1545-0047

2011

Open to Public Inspection

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

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

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

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

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

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

Name of the organization American Bar Association	Employer identification number 36-0723150
--	--

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

1	Provide a description of the organization's direct and indirect political campaign activities on behalf of or in opposition to candidates for public office in Part IV	
2	Political expenditures	▶ \$
3	Volunteer hours	

Part I-B Complete if the organization is exempt under section 501(c)(3).

1	Enter the amount of any excise tax incurred by the organization under section 4955	▶ \$
2	Enter the amount of any excise tax incurred by organization managers under section 4955	▶ \$
3	If the organization incurred a section 4955 tax, did it file Form 4720 for this year?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4a	Was a correction made?	<input type="checkbox"/> Yes <input type="checkbox"/> No
b	If "Yes," describe in Part IV	

Part I-C Complete if the organization is exempt under section 501(c) except section 501(c)(3).

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

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

Part II-A

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

- A

Check

☐

if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)
- B

Check

☐

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

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

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) Total
2a Lobbying non-taxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots non-taxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B

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

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

Part III-A

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

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

Part III-B

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

1	Dues, assessments and similar amounts from members	1	73,639,404
2	Section 162(e) non-deductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a	Current year	2a	1,176,115
b	Carryover from last year	2b	
c	Total	2c	1,176,115
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	1,840,985
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	-664,870

Part IV

Supplemental Information

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

Identifier	Return Reference	Explanation
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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, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b
► Attach to Form 990. ► See separate instructions.

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
American Bar Association

Employer identification number
36-0723150

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

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

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

1

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

☐ Preservation of land for public use (e g , recreation or pleasure)☐ Preservation of an historically importantly land area
☐ Protection of natural habitat☐ Preservation of a certified historic structure
☐ Preservation of open space

2

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

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

3

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

4

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

5

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

☐ Yes ☐ No

6

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

7

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

8

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

☐ Yes ☐ No

9

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

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

1a

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

b

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

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

► \$ _____

(ii) Assets included in Form 990, Part X

► \$ _____

2

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

a

Revenues included in Form 990, Part VIII, line 1

► \$ _____

b

Assets included in Form 990, Part X

► \$ _____

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

Cat No 52283D

Schedule D (Form 990) 2011

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

3

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

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

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

5

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

☐ Yes

☐ No

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

1a

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

☐ Yes

☐ No

b

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

	Amount
1c	
1d	
1e	
1f	

2a

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

☐ Yes

☒ No

b

If "Yes," explain the arrangement in Part XIV

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

	(a)Current Year	(b)Prior Year	(c)Two Years Back	(d)Three Years Back	(e)Four Years Back
1a	Beginning of year balance	8,837,086	8,023,847		
b	Contributions	162,067	10,925		
c	Investment earnings or losses	819,572	823,463		
d	Grants or scholarships				
e	Other expenditures for facilities and programs				
f	Administrative expenses	89,990	21,149		
g	End of year balance	9,728,735	8,837,086		

2

Provide the estimated percentage of the year end balance held as

a

Board designated or quasi-endowment ▶ 14 000 %

b

Permanent endowment ▶ 71 000 %

c

Term endowment ▶ 15 000 %

3a

Are there endowment funds not in the possession of the organization that are held and administered for the organization by

(i)

unrelated organizations

3a(i)

☐ Yes

☐ No

(ii)

related organizations

3a(ii)

☐ Yes

☐

b

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

3b

☐ Yes

☐

4

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

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

Description of property	(a) Cost or other basis (investment)	(b)Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		22,588,962	10,592,664	11,996,298
d Equipment		39,596,278	37,203,223	2,393,055
e Other		2,283,416	1,872,476	2,283,416
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) ▶				16,672,769

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

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return			
1	Total revenue, gains, and other support per audited financial statements	1	
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	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return			
1	Total expenses and losses per audited financial statements	1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	

Part XIV Supplemental Information

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

Identifier	Return Reference	Explanation
V	4	The endowment funds are held by a tax-exempt related organization, ABA Fund for Justice and Education FJE. ABA uses the proceeds from the endowment funds to provide a predictable stream of funding for ABA programs.
X	2	The ABA, JOB and FJE are qualified under the US Internal Revenue Code Code as tax-exempt organizations or, in the case of the FJE, as a tax-exempt fund, and are exempt from tax on income related to their tax-exempt purposes under Section 501a of the Code. The ABA is exempt from income tax as an association described in Section 501c6 of the Code. The JOB is exempt under Section 501c2, and the FJE is exempt under Section 501c3.
X		The FJE and other organizations do not have any material unrelated business income. Accordingly, no provision for income taxes has been made in the consolidated financial statements for the fiscal years ended August 31, 2012 and 2011.
X	2	There are no amounts of interest and penalties associated with the tax matters that are recognized in the ABAs consolidated financial statements for the fiscal years ended August 31, 2012 and 2011.

Part I General Information on Grants and Assistance

- 1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No
- 2

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

Part II Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 21 for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed ▶ ☐

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(1) Pine Tree Legal Assistance88 Federal Street PO Box 547 Portland,ME 04112	01-0279387	501c3	79,890				
(2) South Brooklyn Legal Services Inc105 Court St Brooklyn,NY 11201	13-2605605	501c3	67,536				
(3) University of South Carolina School of LawReal Property Trust and Estate Law Columbia,SC 29208	57-6001153	115 State Agency	60,000				
(4) Legal Aid Society of Middle TN and the CumberlandsP O Box 5209 Oak Ridge,TN 37831	62-0800756	501c3	51,997				
(5) Ace Mentor Program of America400 Main Street Stamford,CT 06901	51-0465877	501c3	50,000				
(6) Northwestern University School of Law357 E Chicago Ave Chicago,IL 60611	36-2167817	501c3	30,831				
(7) University of Washington School of LawWilliam H Gates Hall Box 353020 Seattle,WA 98145	91-6001537	115 State Agency	30,588				
(8) National Conference of Commissioners on Uniform State Law111 N Wabash Ave Ste 1010 Chicago,IL 60602	36-2307682	501c3	26,250				
(9) Yale Law School127 Wall St New Haven,CT 065118918	06-0646973	501c3	20,000				
(10) AIPLEF241 18th Street South Arlington,VA 22202	54-2019670	501c3	17,500				
(11) Printing Arts2001 W 21st St Broadview,IL 60155	20-8818214	501c3	17,000				
(12) Community Action Program of Lancaster County 601 South Queen Street Lancaster,PA 17603	23-1667311	501c3	15,830				

2

Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶

12

3

Enter total number of other organizations listed in the line 1 table ▶

Part III

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

(a)Type of grant or assistance	(b)Number of recipients	(c)Amount of cash grant	(d)Amount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
(1) Scholarships/Awards	96	106,859			

Part IV

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

Identifier	Return Reference	Explanation
I	2	The ABA has recipient monitoring procedures in place to ensure adequate control of funds that are awarded. These procedures include the review of grantee financial and narrative reports, periodic on-site monitoring of grantee programs and financial operation, review of cash management procedures to minimize the cash on hand by recipients, and the review and appropriate follow-up on recipient audits including any deficiencies noted.
I	2	Grant recipients typically are selected in consultation with the funding agency.
I	2	The majority of the scholarships are paid directly to the colleges and universities that the award winners are attending. The remaining awards are paid as stipends to under-represented law students pursuing unpaid clerkships with judges. The stipends for clerkships are taxable to the grantee.

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Software Version: 2011.0.0
EIN: 36-0723150
Name: American Bar Association

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Pine Tree Legal Assistance88 Federal Street PO Box 547 Portland, ME 04112	01-0279387	501c3	79,890				
South Brooklyn Legal Services Inc 105 Court St Brooklyn, NY 11201	13-2605605	501c3	67,536				

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
University of South Carolina School of LawReal Property Trust and Estate Law Columbia, SC 29208	57-6001153	115 State Agency	60,000				
Legal Aid Society of Middle TN and the CumberlandsP O Box 5209 Oak Ridge, TN 37831	62-0800756	501c3	51,997				

Form 990, Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Ace Mentor Program of America400 Main Street Stamford, CT 06901	51-0465877	501c3	50,000				
Northwestern University School of Law357 E Chicago Ave Chicago, IL 60611	36-2167817	501c3	30,831				

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
University of Washington School of LawWilliam H Gates Hall Box 353020 Seattle, WA 98145	91-6001537	115 State Agency	30,588				
National Conference of Commissioners on Uniform State Law111 N Wabash Ave Ste 1010 Chicago,IL 60602	36-2307682	501c3	26,250				

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Yale Law School127 Wall St New Haven, CT 065118918	06-0646973	501c3	20,000				
AIPLEF241 18th Street South Arlington, VA 22202	54-2019670	501c3	17,500				

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Printing Arts2001 W 21st St Broadview, IL 60155	20-8818214	501c3	17,000				
Community Action Program of Lancaster County 601 South Queen Street Lancaster, PA 17603	23-1667311	501c3	15,830				

Schedule J
(Form 990)

Compensation Information

OMB No 1545-0047

2011

Open to Public Inspection

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

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

▶ Attach to Form 990. ▶ See separate instructions.

Name of the organization
American Bar Association

Employer identification number

36-0723150

Part I

Questions Regarding Compensation

		Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items		
	<div><div><input checked="" type="checkbox"/> First-class or charter travel</div><div><input type="checkbox"/> Housing allowance or residence for personal use</div></div> <div><div><input checked="" type="checkbox"/> Travel for companions</div><div><input type="checkbox"/> Payments for business use of personal residence</div></div> <div><div><input type="checkbox"/> Tax idemnification and gross-up payments</div><div><input type="checkbox"/> Health or social club dues or initiation fees</div></div> <div><div><input type="checkbox"/> Discretionary spending account</div><div><input type="checkbox"/> Personal services (e g , maid, chauffeur, chef)</div></div>		
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain	1b	Yes
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2	Yes
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply		
	<div><div><input checked="" type="checkbox"/> Compensation committee</div><div><input type="checkbox"/> Written employment contract</div></div> <div><div><input checked="" type="checkbox"/> Independent compensation consultant</div><div><input type="checkbox"/> Compensation survey or study</div></div> <div><div><input type="checkbox"/> Form 990 of other organizations</div><div><input type="checkbox"/> Approval by the board or compensation committee</div></div>		
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization		
a	Receive a severance payment or change-of-control payment?	4a	Yes
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	4c	No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III		
	Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.		
5	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of		
a	The organization?	5a	
b	Any related organization?	5b	
	If "Yes," to line 5a or 5b, describe in Part III		
6	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of		
a	The organization?	6a	
b	Any related organization?	6b	
	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	
8	Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III	8	
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?	9	

Part II **Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use Schedule J-1 if additional space needed.

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

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

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) Jack Rives	(i) (ii)	686,969		960	10,022	920	698,871	
(2) Lawrence Gill	(i) (ii)	369,122		858	2,071	16,161	388,212	
(3) R Thomas Howell	(i) (ii)	345,361		826	8,399	18,921	373,507	
(4) Thomas Susman	(i) (ii)	302,490		363		2,880	305,733	
(5) Chris Gloede	(i) (ii)	285,770		468	1,387	5,987	293,612	
(6) Marina Jacks	(i) (ii)	273,471		535	7,247	9,679	290,932	
(7) James Swanson	(i) (ii)	268,278		2,127	3,301	3,953	277,659	
(8) H Maria Enright	(i) (ii)	220,352		1,152	3,553	24,413	249,470	
(9) Kathryn Wiley	(i) (ii)	177,577		117	5,053	11,436	194,183	
(10) Dolores Gedge	(i) (ii)	182,587		308	1,051	22,392	206,338	
(11) Robert Horowitz	(i) (ii)	196,873		297	5,175	5,742	208,087	
(12) Jerry Kiska	(i) (ii)	181,915		252	2,693	120	184,980	
(13) Laura Metzger	(i) (ii)	177,047		258	3,496	6,475	187,276	
(14) Terrence Brooks	(i) (ii)	176,651		254	4,860	16,521	198,286	
(15) Kathryn Shaw	(i) (ii)			100,000			100,000	
(16) Edward Adams	(i) (ii)	185,461		104,495	3,600	13,497	307,053	

Part III **Supplemental Information**

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

Identifier	Return Reference	Explanation
I	1a	The President was provided first class for general business trips taken during the year. First class travel was not treated as taxable compensation due to the business nature of the trip.
I	1a	Senior Executives were offered spousal travel for general business trips taken during the year. Spousal travel was treated as taxable compensation.
I	4a	The following individuals received severance payouts during the year pursuant to a written agreement: Kathryn Shaw, Former CFO 100,000; Edward Adams, Former Senior Director, Editor and Publisher 104,299.

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Software Version: 2011.0.0
EIN: 36-0723150
Name: American Bar Association

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
Jack Rives	(i) (ii)	686,969		960	10,022	920	698,871	
Lawrence Gill	(i) (ii)	369,122		858	2,071	16,161	388,212	
R Thomas Howell	(i) (ii)	345,361		826	8,399	18,921	373,507	
Thomas Susman	(i) (ii)	302,490		363		2,880	305,733	
Chris Gloede	(i) (ii)	285,770		468	1,387	5,987	293,612	
Marina Jacks	(i) (ii)	273,471		535	7,247	9,679	290,932	
James Swanson	(i) (ii)	268,278		2,127	3,301	3,953	277,659	
H Maria Enright	(i) (ii)	220,352		1,152	3,553	24,413	249,470	
Kathryn Wiley	(i) (ii)	177,577		117	5,053	11,436	194,183	
Dolores Gedge	(i) (ii)	182,587		308	1,051	22,392	206,338	
Robert Horowitz	(i) (ii)	196,873		297	5,175	5,742	208,087	
Jerry Kiska	(i) (ii)	181,915		252	2,693	120	184,980	
Laura Metzger	(i) (ii)	177,047		258	3,496	6,475	187,276	
Terrence Brooks	(i) (ii)	176,651		254	4,860	16,521	198,286	
Kathryn Shaw	(i) (ii)			100,000			100,000	
Edward Adams	(i) (ii)	185,461		104,495	3,600	13,497	307,053	

Schedule L
(Form 990 or 990-EZ)

Transactions with Interested Persons

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
American Bar Association

Employer identification number

36-0723150

Part I

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

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

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

2

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

\$

3

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

\$

Part II

Loans to and/or From Interested Persons.

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

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

Part III

Grants or Assistance Benefitting Interested Persons.

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

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

Part IV Business Transactions Involving Interested Persons.

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

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No

Part V Supplemental Information

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

Identifier	Return Reference	Explanation
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SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No 1545-0047

2011

**Open to Public
Inspection**

Name of the organization American Bar Association	Employer identification number 36-0723150
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Identifier	Return Reference	Explanation
Form 990 Part III	4a	The ABA provides law yers unparalleled opportunities for professional grow th and service through numerous groups dedicated to specific areas of law The Association currently has 23 Sections, which range in size from about 3,600 members to more than 60,000 15 Divisions and 6 Forums All of these groups draw their membership from law yers or judges w ith common professional interests Sections include the follow ing legal areas Administrative Law and Regulatory Practice Antitrust Business Criminal Justice Dispute Resolution Environment, Energy and Resources Family Law General Practice Solo Small Firm Government and Public Sector Law Health Law Individual Rights and Responsibilities Intellectual Property International Law Labor and Employment Law Practice Management Legal Education Litigation Public Contract Law Public Utility, Communications and Transportation Law

Identifier	Return Reference	Explanation
Form 990 Part III	4a	Science and Technology Law Tort and Insurance Practice Tax and State and Local Government Law Divisions include Young Law yers, Judges and their Staff Senior Law yers Law Students Public Education and Bar Services The Division for Public Services has Committees that focus on the improvement of the electoral process, support for the Law Library of Congress, Bioethics, National Security, Mental and Physical Disability Law , and Environmental Law The Public Service Division also focuses on a number of social problems with legal ramifications immigration, homelessness and poverty, and substance abuse The Division for Public Education seeks to advance public understanding of the law and its role in society, with a special emphasis upon youth education

Identifier	Return Reference	Explanation
Form 990 Part III	4a	Forums explore new areas of developing law , such as franchising, e-commerce, entertainment and sports law , the construction industry, and affordable housing and community development Sections, Divisions and Forums within the ABA provide members myriad opportunities for professional development, leadership development, networking, pro bono contributions, and education within their own particular field of interest and expertise Sections and Divisions also contribute to policy-making on issues of importance to both law yers and the public Sections originate many of the recommendations that become the ABAs policy positions, and act as checks and balances on recommendations of other entities Through the work of these groups, the ABA benefits the public through improvement of both the profession and the legal system

Identifier	Return Reference	Explanation
Form 990 Part III	4c	These books offered guidance and counsel in every legal discipline and every aspect of a legal career. Many of these excellent books would not have been published by a commercial publisher because their revenue potential is not great enough for a commercial model. However, these publications are of great value to the profession, providing vital information to keep lawyers up to date on developments in the law. Thus ABA publications serve clients, the public and the courts by improving the education and professionalism of the nations lawyers. Because ABAs mission is to serve the profession, many disciplines and authors are able to publish vital and timely information that would not otherwise be available to the profession.

Identifier	Return Reference	Explanation
Form 990 Part VI	6	The members of the Nominating Committee of the House of delegates nominate the members of the Board of Governors, the elective offices of the Association - President, President-Elect, Secretary, Treasurer, and Chair of the House of Delegates. Members who register for the annual meeting elect six members of the House of Delegates. The House elects the Board of Governors, the Chair of the House, and the officers. Members may nominate officers and governors by presenting a nominating petition to the nominating committee with the number of member signatures specified in the bylaws for each elected position. Members may initiate a referendum to change or initiate ABA policy by filing a petition with the requisite number of signatures.

Identifier	Return Reference	Explanation
Form 990 Part VI	6	The House, by majority vote, can direct a referendum on a question relating to the substance of the law , the administration of justice or the policy of the Association. In either case, the majority of members casting a ballot determine the result. All members may attend the meetings of the House of Delegates and may submit a report and recommendation for consideration by the House.

Identifier	Return Reference	Explanation
Form 990 Part VI	7a	The ABA House of Delegates elects the Board of Governors, the officers, and the Chair of the House. The House is designed to be representative of the legal profession in the United States. Members of the Association who register for the annual meeting elect six delegates-at-large. ABA members of each state elect state delegates. ABA members who belong to state and qualifying local Bar Associations also elect delegates, the number being dependent upon the number of ABA members and lawyers in the respective state or local association. Association members of ABA sections, divisions and judicial conferences elect section/division delegates. Each section has a minimum of two delegates, with additional delegates dependent on the number of members in each section.

Identifier	Return Reference	Explanation
Form 990 Part VI	7a	The U S Virgin Islands Bar Association elects a delegate, and the Bar Associations of Guam and the Commonwealth of the Northern Mariana Islands share one elected rotating delegate State, local and territorial bar associations elect delegates according to their own rules For purposes of election to the Board, the House is grouped into eighteen geographical districts Governors serve staggered three year terms the House elects approximately one-third of the Board, and the President-Elect at each annual meeting The Board of Governors consists of one member from each of the 18 geographical districts, six section members-at-large, and one non-voting law student member-at-large

Identifier	Return Reference	Explanation
Form 990 Part VI	7a	The President, Chair of the House, President-Elect, Immediate Past President, Secretary, and Treasurer of the ABA are ex-officio members of the Board of Governors, and every third year the Treasurer-Elect and Secretary-Elect also are included on the Board of Governors. The House elects the Chair of the House for a two-year term in even-numbered years; every third year the House elects the Treasurer and Secretary a year in advance for three-year terms.

Identifier	Return Reference	Explanation
Form 990 Part VI	11a	Prior to filing the return with the IRS, it is reviewed by the organizations management and then reviewed by the Audit Committee. The Audit Committee includes members of the Board of Governors as well as members of the ABA who are not members of the Board. The Form 990 is emailed to all members of the ABA Board prior to filing the form with the IRS.

Identifier	Return Reference	Explanation
Form 990 Part VI	12c	Each Board member received the Conflict of Interest C of I questionnaire this year. All responses were reviewed by the Accounting team at the ABA. If a Board member discloses a conflict, the Board member must recuse themselves from any matter involving the disclosed conflict, and the recusal is noted in the minutes. Additionally, staff assigned to the Board of Governors distribute COI forms to Board members prior to each Board meeting and collect the completed COI forms.

Identifier	Return Reference	Explanation
Form 990 Part VI	15a	The Compensation Committee of the ABA Board of Governors reviewed compensation information of comparable entities and performance assessments of the top management position and made a recommendation to the full ABA Board of Governors. The ABA Board of Governors must approve the final compensation. This process occurs every year and was last performed in 2011.

Identifier	Return Reference	Explanation
Form 990 Part VI	15b	The Compensation Committee of the ABA Board reviews compensation information of comparable entities and performance of other officers and key employees. When other officer and key employee positions become vacant, the compensation is reviewed by the Association's Executive Director and Human Resources department based on guideline recommendations of the Compensation Committee. The ABA Board approves the final compensation of the Executive Director of the American Bar Association. This process occurs every year and was last performed in calendar year 2011. The Association President and the President-Elect receive 100,000 and 50,000 respectively in compensation for their positions. There has been a long-standing practice and written agreement that the compensation for the President and President-Elect is paid directly to their respective law firms.

Identifier	Return Reference	Explanation
Form 990 Part VI	19	The ABA constitution bylaws, the ABA business conduct standards, and the audited financial statements are available upon request or on the ABA website www.abanet.org

Identifier	Return Reference	Explanation
Form 990 Part VII	1a	All interested persons listed on Part VII of the 990 devote time to the American Bar Association Fund for Justice and Education, a related tax-exempt entity The following interested persons devoted time to the James O Broadhead Corporation, a related tax-exempt organization Wm T Robinson III, Laurel G Bellow s, Honorable Cara Lee T Neville, Lucian T Pera, Jack Rives, Law rence Gill and James Sw anson The follow ing interested persons devoted time to the American Bar Foundation, a related tax-exempt organization Wm T Robinson III, Linda A Klein, Honorable Cara Lee T Neville and Lucian T Pera

Identifier	Return Reference	Explanation
Form 990 Part VII		Though this return is reporting on fiscal year August 31, 2012 activities, the compensation reported is based on the Forms W-2 filed with the IRS for calendar year 2011

Identifier	Return Reference	Explanation
Form 990 Part XI	5	Other Changes in Net Assets or Fund Balances Investment Income 15,855,189 Pension Changes 26,498,761 Other Non-Operating Items 145,444 Net Assets Released from Restrictions 41,465 Realized Gain on Sale of Investment 8,885,982 Temporarily Restricted Gifts and Pledges 800 Temporarily Restricted Net Assets Released from Restrictions 11,680 Pension Plan Allocation 1,461,187

Identifier	Return Reference	Explanation
		<p>Form 990 Part III Line 4a The ABA provides law yers unparalleled opportunities for profess ional growth and service through numerous groups dedicated to specific areas of law The A ssociation currently has 23 Sections, which range in size from about 3,600 members to more than 60,000 15 Divisions and 6 Forums All of these groups draw their membership from law yers or judges with common professional interests Sections include the follow ing legal ar eas Administrative Law and Regulatory Practice Antitrust Business Criminal Justice Dispute Resolution Environment, Energy and Resources Family Law General Practice Solo Small Firm Government and Public Sector Law Health Law Individual Rights and Responsibilities Intelle ctual Property International Law Labor and Employment Law Practice Management Legal Educat ion Litigation Public Contract Law Public Utility, Communications and Transportation Law F orm 990 Part III Line 4a Science and Technology Law Tort and Insurance Practice Tax and St ate and Local Government Law Divisions include Young Law yers, Judges and their Staff Seni or Law yers Law Students Public Education and Bar Services The Division for Public Service s has Committees that focus on the improvement of the electoral process, support for the L aw Library of Congress, Bioethics, National Security, Mental and Physical Disability Law , and Environmental Law The Public Service Division also focuses on a number of social prob lems with legal ramifications immigration, homelessness and poverty, and substance abuse The Division for Public Education seeks to advance public understanding of the law and its role in society, with a special emphasis upon youth education Form 990 Part III Line 4a Forums explore new areas of developing law , such as franchising, e-commerce, entertainment and sports law , the construction industry, and affordable housing and community developme nt Sections, Divisions and Forums within the ABA provide members myriad opportunities for professional development, leadership development, netw orking, probono contributions, and education within their ow n particular field of interest and expertise Sections and Divisi ons also contribute to policy-making on issues of importance to both law yers and the publi c Sections originate many of the recommendations that become the ABAs policy positions, a nd act as checks and balances on recommendations of other entities Through the work of th ese groups, the ABA benefits the public through improvement of both the profession and the legal system Form 990 Part III Line 4c These books offered guidance and counsel in every legal discipline and every aspect of a legal career Many of these excellent books would not have been published by a commercial publisher because their revenue potential is not g reat enough for a commercial model However, these publications are of great value to the profession, providing vital information to keep law yers up to date on developments in the law Thus ABA publications serve clients, the public and the courts by improving the educa tion and professionalism of the nations law yers Because ABAs mission is to serve the prof ession, many disciplines and authors are able to publish vital and timely information that would not otherwise be available to the profession Form 990 Part VI Section A Line 6 The members of the Nominating Committee of the House of delegates nominate the members of the Board of Governors, the elective offices of the Association - President, President-Elect, Secretary, Treasurer, and Chair of the House of Delegates Members who register for the a nnu al meeting elect six members of the House of Delegates the House elects the Board of Go vernors, the Chair of the House, and the officers Members may nominate officers and gover nors by presenting a nominating petition to the nominating committee with the number of me mber signatures specified in the bylaws for each elected position Members may initiate a referendum to change or initiate ABA policy by filing a petition with the requisite number of signatures Form 990 Part VI Section A Line 6 The House, by majority vote, can direct a referendum on a question relating to the substance of the law , the administration of jus tice or the policy of the Association In either case, the majority of members casting a b allot determine the result All members may attend the meetings of the House of Delegates and may submit a report and recommendation for consideration by the House Form 990 Part V I Section A Line 7a The ABA House of Delegates elects the Board of Governors, the officers , and the Chair of the House The House is designed to be representative of the legal prof ession in the United States Members of the Association who register for the annual meetin g elect six delegates-at-large ABA members of each state elect state delegates ABA member s who belong to state and qualifying local Bar Associations also elect delegates, the numb er being dependent upon the number of ABA members</p>

Identifier	Return Reference	Explanation
		<p>and lawyers in the respective state or local association. Association members of ABA sections, divisions and judicial conferences elect section/division delegates. Each section has a minimum of two delegates, with additional delegates dependent on the number of members in each section. Form 990 Part VI Section A Line 7a The U.S. Virgin Islands Bar Association elects a delegate, and the Bar Associations of Guam and the Commonwealth of the Northern Mariana Islands share one elected rotating delegate. State, local and territorial bar associations elect delegates according to their own rules. For purposes of election to the Board, the House is grouped into eighteen geographical districts. Governors serve staggered three year terms the House elects approximately one-third of the Board, and the President-Elect at each annual meeting. The Board of Governors consists of one member from each of the 18 geographical districts, six section members-at-large, and one non-voting law student member-at-large. Form 990 Part VI Section A Line 7a The President, Chair of the House, President-Elect, Immediate Past President, Secretary, and Treasurer of the ABA are ex-officio members of the Board of Governors, and every third year the Treasurer-Elect and Secretary-Elect also are included on the Board of Governors. The House elects the Chair of the House for a two-year term in even-numbered years every third year the House elects the Treasurer and Secretary a year in advance for three year terms. Form 990 Part VI Section B Line 11a Prior to filing the return with the IRS, it is reviewed by the organizations management and then reviewed by the Audit Committee. The Audit Committee includes members of the Board of Governors as well as members of the ABA who are not members of the Board. The Form 990 is emailed to all members of the ABA Board prior to filing the form with the IRS. Form 990 Part VI Section B Line 12c Each Board member received the Conflict of Interest Code questionnaire this year. All responses were reviewed by the Accounting team at the ABA. If a Board member discloses a conflict, the Board member must recuse themselves from any matter involving the disclosed conflict, and the recusal is noted in the minutes. Additionally, staff assigned to the Board of Governors distribute COI forms to Board members prior to each Board meeting and collect the completed COI forms. Form 990 Part VI Section B Line 15a The Compensation Committee of the ABA Board of Governors reviewed compensation information of comparable entities and performance assessments of the top management position and made a recommendation to the full ABA Board of Governors. The ABA Board of Governors must approve the final compensation. This process occurs every year and was last performed in 2011. Form 990 Part VI Section B Line 15b The Compensation Committee of the ABA Board reviews compensation information of comparable entities and performance of other officers and key employees. When other officer and key employee positions become vacant the compensation is reviewed by the Associations Executive Director and Human Resources department based on guideline recommendations of the Compensation Committee. The ABA Board approves the final compensation of the Executive Director of the American Bar Association. This process occurs every year and was last performed in calendar year 2011. The Association President and the President-Elect receive 100,000 and 50,000 respectively in compensation for their positions. There has been a long-standing practice and written agreement that the compensation for the President and President-Elect is paid directly to their respective law firms. Form 990 Part VI Section C Line 19 The ABA constitution bylaws, the ABA business conduct standards, and the audited financial statements are available upon request or on the ABA web site www.abanet.org Form 990 Part VII Section A Line 1a All interested persons listed on Part VII of the 990 devote time to the Am</p>

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization
American Bar Association

Employer identification number
36-0723150

Part I Identification of Disregarded Entities (Complete if the organization answered "Yes" on Form 990, Part IV, line 33.)					
(a) Name, address, and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.)							
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled organization	
						Yes	No
(1) American Bar Foundation 321 N Clark Street Chicago, IL 60654 36-6110271	Research	IL	501c3	7	N/A		No
(2) American Bar Endowment 321 N Clark Street Chicago, IL 60654 36-2384321	Grants	IL	501c3	7	N/A		No
(3) National Judicial College Judicial College Bldg MS 358 Reno, NV 89557 94-2427596	Education	NV	501c3	2	N/A		No
(4) ABA Fund for Justice & Education 321 N Clark Street Chicago, IL 60654 36-6110299	Public Service	IL	501c3	11 - TYPE I	N/A		No
(5) The James O Broadhead Corporation 321 N Clark Street Chicago, IL 60654 52-1874598	Title Company	DC	501c2		N/A		No
(6) The World Justice Project 740 15th Street NW Washington, DC 20005 27-0359097	Public Service	DC	501c3	7	N/A		No

Part III

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

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

Part IV

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership
(1) ABA Retirement Funds 321 N Clark Street Chicago, IL 60654 36-2550367	Benefit Plans	IL	ABA	C Corp			

Part V

Transactions With Related Organizations (Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35, 35A, or 36.)

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

1

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

a

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

b

Gift, grant, or capital contribution to related organization(s)

c

Gift, grant, or capital contribution from related organization(s)

d

Loans or loan guarantees to or for related organization(s)

e

Loans or loan guarantees by related organization(s)

f

Sale of assets to related organization(s)

g

Purchase of assets from related organization(s)

h

Exchange of assets with related organization(s)

i

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

j

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

k

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

l

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

m

Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

n

Sharing of paid employees with related organization(s)

o

Reimbursement paid to related organization(s) for expenses

p

Reimbursement paid by related organization(s) for expenses

q

Other transfer of cash or property to related organization(s)

r

Other transfer of cash or property from related organization(s)

Yes

No

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

1l

1m

1n

1o

1p

1q

1r

No

No

No

Yes

No

No

No

Yes

Yes

No

No

Yes

Yes

No

Yes

No

Yes

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

(a) Name of other organization	(b) Transaction type(a-r)	(c) Amount involved	(d) Method of determining amount involved
(1) See Additional Data Table			
(2)			
(3)			
(4)			
(5)			
(6)			

Schedule R (Form 990) 2011

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

[illegible]

Part VII

Supplemental Information

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

Identifier	Return Reference	Explanation	
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Software ID: 11000218
Software Version: 2011.0.0
EIN: 36-0723150
Name: American Bar Association

Form 990, Schedule R, Part II - Identification of Related Tax-Exempt Organizations

(a) Name, address, and EIN of related organization	(b) Primary Activity	(c) Legal Domicile (State or Foreign Country)	(d) Exempt Code section	(e) Public charity status (if 501(c)(3))	(f) Direct Controlling Entity	(g) Section 512 (b)(13) controlled organization	
American Bar Foundation 321 N Clark Street Chicago, IL 60654 36-6110271	Research	IL	501c3	7	N/A		No
American Bar Endowment 321 N Clark Street Chicago, IL 60654 36-2384321	Grants	IL	501c3	7	N/A		No
National Judicial College Judicial College Bldg MS 358 Reno, NV 89557 94-2427596	Education	NV	501c3	2	N/A		No
ABA Fund for Justice & Education 321 N Clark Street Chicago, IL 60654 36-6110299	Public Service	IL	501c3	11 - TYPE I	N/A		No
The James O Broadhead Corporation 321 N Clark Street Chicago, IL 60654 52-1874598	Title Company	DC	501c2		N/A		No
The World Justice Project 740 15th Street NW Washington, DC 20005 27-0359097	Public Service	DC	501c3	7	N/A		No

Form 990, Schedule R, Part V - Transactions With Related Organizations

(a) Name of other organization		(b) Transaction type(a-r)	(c) Amount Involved (\$)	(d) Method of determining amount involved
(1)	ABA Retirement Funds	p	984,021	
(2)	American Bar Endowment	p	300,517	
(3)	American Bar Foundation	p	73,886	
(4)	National Judicial College	p	34,955	
(5)	James O Broadhead Corporation	j	3,327,600	
(6)	James O Broadhead Corporation	m	571,740	
(7)	James O Broadhead Corporation	r	47,203,595	
(8)	World Justice Project	i	366,578	
(9)	ABA Fund for Justice and Education	n	29,432,863	
(10)	ABA Fund for Justice and Education	d	19,678,174	

Additional Data

Software ID: 11000218

Software Version: 2011.0.0

EIN: 36-0723150

Name: American Bar Association

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Wm T Robinson III President	77 00	X		X				50,000	0	0
Laurel G Bellows President-Elect	60 00	X		X				0	0	0
Cara Lee T Neville Secretary	12 50	X		X				0	0	0
Linda A Klein Chair, ABA House of Delegates	20 00	X		X				0	0	0
Lucian T Pera Treasurer	7 50	X		X				0	0	0
Stephen N Zack Immediate Past President	12 00	X		X				0	0	0
Joseph J Roszkowski Member-At-Large	5 00	X						0	0	0
Josephine A McNeil Member-At-Large	5 00	X						0	0	0
Amelia Helen Boss Member-At-Large	6 00	X						0	0	0
Allen Cunningham Goolsby III Member-At-Large	12 50	X						0	0	0
Charles E English Sr Member-At-Large	4 00	X						0	0	0
Robert L Rothman Member-At-Large	2 00	X						0	0	0
Cheryl I Niro Member-At-Large	4 00	X						0	0	0
Edith G Osman Member-At-Large	5 00	X						0	0	0
Frederick E Finch Member-At-Large	1 00	X						0	0	0
James S Hill Member-At-Large	5 00	X						0	0	0
James F Carr Member-At-Large	7 50	X						0	0	0
Thomas A Hamill Member-At-Large	10 00	X						0	0	0
Carlos A Rodriguez-Vidal Member-At-Large	5 00	X						0	0	0
Mark I Schickman Member-At-Large	10 00	X						0	0	0
Kenneth G Standard Member-At-Large	7 70	X						0	0	0
G Nicholas Casey Jr Member-At-Large	1 00	X						0	0	0
C Timothy Hopkins Member-At-Large	5 00	X						0	0	0
James Dimos Member-At-Large	6 00	X						0	0	0
Leslie Miller Member-At-Large	8 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)							(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former				
R Kinnan Golemon Member-At-Large	3 00	X							0	0	0
Neal R Sonnett Member-At-Large	20 00	X							0	0	0
Mary Ellen Coster Williams Member-At-Large	5 00	X							0	0	0
Peter Alan Winograd Member-At-Large	10 00	X							0	0	0
Charles A Collier Jr Member-At-Large	5 00	X							0	0	0
Barbara Mendel Mayden Member-At-Large	5 00	X							0	0	0
Mary L Smith Member-At-Large	15 00	X							0	0	0
Harold D Pope III Member-At-Large	2 00	X							0	0	0
Michelle A Behnke Member-At-Large	2 50	X							0	0	0
Sandra R McCandless Member-At-Large	10 00	X							0	0	0
Kendyl T Hanks Member-At-Large	10 00	X							0	0	0
Michael Pellicciotti Member-At-Large	10 00	X							0	0	0
Brandon Smith Member-At-Large	7 00	X							0	0	0
Jack Rives Executive Director	80 00			X					687,929	0	10,807
Lawrence Gill CFO, Deputy Executive Director	55 00				X				369,980	0	18,112
R Thomas Howell General Counsel	43 00				X				346,187	0	24,440
Thomas Susman Director, Government Liason	37 50				X				302,853	0	0
Chris Gloede Chief Marketing Officer	60 00				X				286,238	0	7,254
Marina Jacks Associate Executive Director, Policy Governance	37 50				X				274,006	0	16,806
James Swanson Sr Director, DC Operations	50 00				X				270,406	0	4,897
H Maria Enright Sr Director, Professional Services	40 00				X				221,504	0	27,846
Kathryn Wiley Sr Director, Human Resources	50 00				X				177,694	0	14,812
Dolores Gedge Director of Planning	37 50					X			182,896	0	20,687
Robert Horowitz Director, DC Professional Services	35 00					X			197,170	0	7,009
Jerry Kiska Controller	40 00					X			182,167	0	2,693

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Laura Metzger Division Director, Brand and Product Management	55 00					X		177,304	0	9,852
Terrence Brooks Division Director, Legal Services	40 00					X		176,904	0	21,064
Kathryn Shaw Former CFO	000 00						X	100,000	0	0
Edward Adams Former Sr Director, Editor and Publisher	000 00						X	289,957	0	16,976