



See a Social Security Number? Say Something!
Report Privacy Problems to <https://public.resource.org/privacy>
Or call the IRS Identity Theft Hotline at 1-800-908-4490



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 WATER ENVIRONMENT FEDERATION	D Employer identification number 53-0225129
	Doing Business As	E Telephone number (703) 684-2400
	Number and street (or P O box if mail is not delivered to street address) Room/suite 601 WYTHE STREET	G Gross receipts \$ 30,056,680
	City or town, state or country, and ZIP + 4 ALEXANDRIA, VA 22314	
	F Name and address of principal officer WADE RIESS 601 WYTHE STREET ALEXANDRIA, VA 22314	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 checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527	J Website: WWW.WEF.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 1928	M State of legal domicile VA

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities SEE STATEMENT O FOR ORGANIZATION'S MISSION AND MOST SIGNIFICANT ACTIVITIES WATER ENVIRONMENT FEDERATIONS MISSION IS TO PROMOTE PUBLIC HEALTH BY PRESERVING AND ENHANCING THE GLOBAL WATER ENVIRONMENT, DEVELOP AND PROMOTE PRACTICES AND POLICIES WHICH ASSIST OUR MEMBERS TO SERVE THE PUBLIC INTEREST IN PROVIDING EFFICIENT AND ENVIRONMENTALLY PROTECTIVE WATER QUALITY AND WASTEWATER MANAGEMENT SERVICES, DELIVER HIGH-QUALITY PRODUCTS AND SERVICES TO MEMBERS AND STAKEHOLDERS, PROMOTE SCIENTIFICALLY SOUND ENVIRONMENTAL PRACTICES AND REGULATION, EDUCATE MEMBERS, THE PUBLIC AND POLICY-MAKERS, PROMOTE AND ADVANCE THE WATER QUALITY 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	17
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	17
	5 Total number of individuals employed in calendar year 2011 (Part V, line 2a)	5	103
	6 Total number of volunteers (estimate if necessary)	6	0
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	3,108,125
	b Net unrelated business taxable income from Form 990-T, line 34	7b	22,691
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	1,723,505	1,055,421
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	19,419,985	19,299,391
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	352,432	321,227
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	559,461	1,449,509
		22,055,383	22,125,548
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	25,000	25,000
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	9,203,220	9,146,840
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b Total fundraising expenses (Part IX, column (D), line 25) ⁰		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	11,970,428	13,181,667
	18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	21,198,648	22,353,507
19 Revenue less expenses Subtract line 18 from line 12	856,735	-227,959	
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	22,717,445	23,293,428
	21 Total liabilities (Part X, line 26)	15,081,716	15,903,648
22 Net assets or fund balances Subtract line 21 from line 20	7,635,729	7,389,780	

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	***** Signature of officer	2013-07-12 Date		
	WADE RIESS ACTING CFO Type or print name and title			
Paid Preparer's Use Only	Preparer's signature ROBIN SKINNER CPA	Date	Check if self-employed <input type="checkbox"/>	Preparer's taxpayer identification number (see instructions) P00742964
	Firm's name (or yours if self-employed), address, and ZIP + 4 DIXON HUGHES GOODMAN LLP 1410 SPRING HILL ROAD STE 500 TYSONS, VA 22102			EIN 56-0747981
				Phone no (703) 970-0400

May the IRS discuss this return with the preparer shown above? (see instructions) Yes 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
 THE DEVELOPMENT & DISSEMINATION OF TECHNICAL INFORMATION CONCERNING THE NATURE, COLLECTION, TREATMENT & DISPOSAL OF DOMESTIC & INDUSTRIAL WATER

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 \$ 4,485,647 including grants of \$) (Revenue \$)
 PLEASE NOTE THAT THIS STATEMENT IS CONTINUED ON SCHEDULE O WEFTEC WAS THE WATER ENVIRONMENT FEDERATION'S 84TH ANNUAL TECHNICAL EXHIBITION AND CONFERENCE, WHERE SOME 17,000 ATTENDEES RECEIVED THE BEST TRAINING AND EDUCATION IN WATER QUALITY TODAY AND HAD THE OPPORTUNITY TO EARN CONTINUING EDUCATION UNITS FOR THEIR PARTICIPATION IN VARIOUS ACTIVITIES THE COMPREHENSIVE FOUR-DAY MEETING INCLUDED A TECHNICAL PROGRAM OF 114 TECHNICAL SESSIONS, 27 WORKSHOPS, AND 8 FACILITY TOURS AND COVERED TOPICS RANGING FROM WASTEWATER TREATMENT FACILITY OPERATIONS AND ENVIRONMENTAL REGULATIONS TO EMERGING ISSUES AND TECHNOLOGIES LIKE STORMWATER MANAGEMENT, MEMBRANE BIOREACTORS, AND ENVIRONMENTAL SUSTAINABILITY AND AS THE LARGEST WATER QUALITY EXHIBITION IN THE WORLD, WEFTEC ALSO PROVIDED ACCESS TO THE LATEST TECHNOLOGIES, SERVICES, AND PRODUCTS FOR THOSE LOOKING TO IMPROVE OR UPGRADE WASTEWATER FACILITIES AND PROGRAMS

4b (Code) (Expenses \$ 3,129,721 including grants of \$) (Revenue \$ 523,332)
 WATER ENVIRONMENT & TECHNOLOGY IS THE ASSOCIATIONS FLAGSHIP PUBLICATION AND THE PUBLICATION PROFESSIONALS READ TO LEARN ABOUT THE LATEST TECHNOLOGIES, TRENDS, AND NEWS IN WATER QUALITY MEMBERS RECEIVE IT MONTHLY AS A MEMBERSHIP BENEFIT IN ADDITION, THE PUBLICATION IS SOLD ON A SUBSCRIPTION BASIS TO LIBRARIES AND OTHER WATER PROFESSIONALS

4c (Code) (Expenses \$ 2,172,997 including grants of \$ 25,000) (Revenue \$ 3,014,840)
 MEMBERSHIP SERVICES - PROVIDE TECHNICAL INQUIRY SERVICE TO MEMBER ASSOCIATIONS & AFFILIATED ORGANIZATIONS, & ADMINISTER REGIONAL MEETINGS TO UPDATE MEMBERS ON THE LATEST INDUSTRY ISSUES

(Code) (Expenses \$ 1,356,807 including grants of \$) (Revenue \$ 1,563,623)
 SPECIALTY CONFERENCES - AS THE LEADING SOURCE OF WATER QUALITY EXPERTISE, WEF IS COMMITTED TO ADVANCING THE WATER QUALITY PROFESSION BY PROVIDING ACCESS TO THE LATEST SCIENCE, ENGINEERING, AND TECHNICAL PRACTICES IN THE WATER ENVIRONMENT FIELD THROUGH SPECIALTY CONFERENCES THAT FOCUS ON SPECIFIC WATER QUALITY TOPICS SUCH AS COLLECTION SYSTEMS, RESIDUALS AND BISOLIDS MANAGEMENT, NUTRIENT REMOVAL AND MORE

(Code) (Expenses \$ 925,244 including grants of \$) (Revenue \$ 695,122)
 PUBLIC EDUCATION - THROUGH EDUCATION, CONGRESSIONAL TESTIMONY, FOCUSED CAMPAIGNS, AND GRASSROOTS GOVERNMENT AFFAIRS EFFORTS, WATER QUALITY INFORMATION IS DISSEMINATED TO PUBLIC OFFICIALS, MEDIA, AND TARGETED AUDIENCES

(Code) (Expenses \$ 465,848 including grants of \$) (Revenue \$)
 GRANTS - FUNDS USED TO DEVELOP & DISSEMINATE TECHNICAL INFORMATION CONCERNING VARIOUS ASPECTS OF DOMESTIC & INDUSTRIAL WASTEWATER

4d Other program services (Describe in Schedule O)
 (Expenses \$ 2,747,899 including grants of \$) (Revenue \$ 2,258,745)

4e Total program service expenses \$ 12,536,264

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)? <i>If "Yes," complete Schedule A.</i> <input checked="" type="checkbox"/>	Yes	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)? <input checked="" type="checkbox"/>	Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I.</i> <input checked="" type="checkbox"/>		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? <i>If "Yes," complete Schedule C, Part II.</i> <input checked="" type="checkbox"/>	Yes	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III.</i> <input checked="" type="checkbox"/>		No
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? <i>If "Yes," complete Schedule D, Part I.</i> <input checked="" type="checkbox"/>		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? <i>If "Yes," complete Schedule D, Part II.</i> <input checked="" type="checkbox"/>		No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III.</i> <input checked="" type="checkbox"/>		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? <i>If "Yes," complete Schedule D, Part IV.</i> <input checked="" type="checkbox"/>		No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V.</i> <input checked="" type="checkbox"/>		No
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? <i>If "Yes," complete Schedule D, Part VI.</i> <input checked="" type="checkbox"/>	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? <i>If "Yes," complete Schedule D, Part VII.</i> <input checked="" type="checkbox"/>	Yes	
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? <i>If "Yes," complete Schedule D, Part VIII.</i> <input checked="" type="checkbox"/>		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? <i>If "Yes," complete Schedule D, Part IX.</i> <input checked="" type="checkbox"/>		No
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X.</i> <input checked="" type="checkbox"/>	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)? <i>If "Yes," complete Schedule D, Part X.</i> <input checked="" type="checkbox"/>	Yes	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII.</i> <input checked="" type="checkbox"/>		No
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional.</i> <input checked="" type="checkbox"/>	Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E.</i>		No
14a Did the organization maintain an office, employees, or agents outside of the United States?	Yes	
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? <i>If "Yes," complete Schedule F, Part I.</i> <input checked="" type="checkbox"/>	Yes	
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? <i>If "Yes," complete Schedule F, Part II and IV.</i> <input checked="" type="checkbox"/>		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? <i>If "Yes," complete Schedule F, Part III and IV.</i> <input checked="" type="checkbox"/>		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? <i>If "Yes," complete Schedule G, Part I.</i>		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? <i>If "Yes," complete Schedule G, Part II.</i>		No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III.</i>		No
20a Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H.</i>		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		No
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		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	26		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		No
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with columns for question number, question text, and Yes/No columns. Rows include questions 1a-14a regarding Form 1096, W-2G, Form W-3, federal employment tax returns, unrelated business gross income, prohibited tax shelter transactions, annual gross receipts, deductible contributions, sponsoring organizations, and charitable trusts.

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?	Yes	
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?	Yes	
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?	Yes	

Section C. Disclosure

- 17** List the States with which a copy of this Form 990 is required to be filed VA
- 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.
 Own website Another's website 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
 WATER ENVIRONMENT FEDERATION
 601 WYTHE STREET
 ALEXANDRIA, VA 22314
 (703) 684-2400

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

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

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's **current** key employees, if any See instructions for definition of "key employee "
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

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

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

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(1) JEANETTE BROWN PAST PRESIDENT	4 00	X		X				0	0	0
(2) CHRIS BROWNING TREASURER	4 00	X		X				0	0	0
(3) PAUL SCHULER TRUSTEE	4 00	X						0	0	0
(4) SANDRA RALSON VICE PRESIDENT	4 00	X		X				0	0	0
(5) CORDELL SAMUELS PRESIDENT ELECT	4 00	X		X				0	0	0
(6) PAUL BOWEN TRUSTEE	4 00	X						0	0	0
(7) TERRY KRAUSE TRUSTEE	4 00	X						0	0	0
(8) RICK WARNER TRUSTEE	4 00	X						0	0	0
(9) MATT BOND PRESIDENT	4 00	X		X				0	0	0
(10) KARTIK CHANDRAN TRUSTEE	4 00	X						0	0	0
(11) SCOTT CUMMINGS TRUSTEE	4 00	X						0	0	0
(12) SCOTT TROTTER TRUSTEE	4 00	X						0	0	0
(13) JOHN HART TRUSTEE	4 00	X						0	0	0
(14) CHARLES BOTT TRUSTEE	4 00	X						0	0	0
(15) FRAN BURLINGHAM TRUSTEE	4 00	X						0	0	0
(16) GARRY MACDONALD TRUSTEE	4 00	X						0	0	0
(17) KAREN PALLANSCH TRUSTEE	4 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week per week (describe hours for related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(18) ARTHUR NUTTER CFO/SR DIRECTOR FINANCE	37 50			X				141,294	0	22,379
(19) JEFF EGER EXECUTIVE DIRECTOR	37 50			X				258,958	0	37,876
(20) TIMOTHY RICKER GENERAL MANAGER	37 50				X			202,192	0	26,209
(21) EILEEN O'NEILL DEPUTY EXECUTIVE DIRECTOR	37 50				X			172,725	0	36,542
(22) JACK BENSON SR DIRECTOR WORLD WIDE SALES & CUSTOMER SERVICE	37 50				X			160,731	0	30,657
(23) LINDA KELLY SR DIRECTOR WEF CENTER	37 50				X			159,192	0	22,689
(24) TIMOTHY WILLIAMS SR DIRECTOR GOVERNMENT AFFAIRS	37 50					X		146,283	0	19,667
(25) PAMELA HENRY SR DIRECTOR CONFERENCE OPER & EXHIBITIONS	37 50					X		128,575	0	19,401
(26) PHYLLIS ROSS SR DIRECTOR GOVERNANCE	37 50					X		125,275	0	18,447
(27) MATT RIES SR DIRECTOR TECHNICAL & ED PROGRAMS	37 50					X		112,839	0	27,781
(28) CATHERINE L THOMSON DIRECTOR IS	37 50					X		111,301	0	17,166
(29) JAMES K SULLIVAN (FORMER) LEGAL COUNSEL	37 50						X	110,433	0	16,414
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								1,829,798	0	295,228

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **14**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	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>	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>		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
BRIGHT KEY INC 9050 JUNCTION DRIVE ANNAPOLIS JUNCTION, MD 20701	MEMBERSHIP	639,931
MARKETING GENERAL INC 625 N WASHINGTON STREET ALEXANDRIA, VA 22314	MARKETING	631,018
TMA RESOURCES 1919 GALLOWS RD SUITE 400 VIENNA, VA 22182	COMPUTER	456,151
FREEMAN PO BOX 6500036 DALLAS, TX 75265	DECORATING	299,633
ARAMARK CORPORATION 1201 S FIGUEROA ST LOS ANGELES, CA 90015	CATERING	288,829

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 **14**

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	596,232				
	f	All other contributions, gifts, grants, and similar amounts not included above 1f	459,189				
	g	Noncash contributions included in lines 1a-1f \$ _____					
	h	Total. Add lines 1a-1f	1,055,421				
Program Service Revenue			Business Code				
	2a	CONFERENCES & SEMINARS	900099	13,093,021	1,563,623	11,529,398	
	b	MEMBERSHIP DUES	900099	3,014,840	3,014,840		
	c	ADVERTISING	541800	2,668,198	2,668,198		
	d	SUBSCRIPTIONS	900099	523,332	523,332		
	e						
	f	All other program service revenue					
g	Total. Add lines 2a-2f		19,299,391				
Other Revenue	3	Investment income (including dividends, interest and other similar amounts)		321,227		321,227	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6a	Gross rents	(i) Real				
			(ii) Personal				
	b	Less rental expenses					
	c	Rental income or (loss)					
	d	Net rental income or (loss)					
	7a	Gross amount from sales of assets other than inventory	(i) Securities	7,769,794			
			(ii) Other				
	b	Less cost or other basis and sales expenses	7,769,794				
c	Gain or (loss)	0					
d	Net gain or (loss)		0				
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	856,460				
		b	Less cost of goods sold b	161,338			
		c	Net income or (loss) from sales of inventory	695,122	695,122		
Miscellaneous Revenue		Business Code					
11a	WEBPAGE ADVERTISING	900004	439,927	439,927			
b	ROYALTIES	900099	134,103		134,103		
c							
d	All other revenue		180,357		180,357		
e	Total. Add lines 11a-11d		754,387				
12	Total revenue. See Instructions		22,125,548	5,796,917	3,108,125	12,165,085	

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				
2	Grants and other assistance to individuals in the United States See Part IV, line 22	25,000	25,000		
3	Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	1,387,092	806,343	580,749	
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	5,876,552	3,788,082	2,088,470	
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	531,230	83,344	447,886	
9	Other employee benefits	828,878	130,042	698,836	
10	Payroll taxes	523,088	82,067	441,021	
11	Fees for services (non-employees)				
a	Management				
b	Legal	24,482	4,359	20,123	
c	Accounting	32,682	22	32,660	
d	Lobbying				
e	Professional fundraising See Part IV, line 17				
f	Investment management fees				
g	Other				
12	Advertising and promotion	1,023,927	863,811	160,116	
13	Office expenses	2,418,457	1,498,546	919,911	
14	Information technology	563,724	264,795	298,929	
15	Royalties	5,892	5,892		
16	Occupancy	382,817		382,817	
17	Travel	877,533	776,731	100,802	
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	2,893,416	2,785,030	108,386	
20	Interest	73,276		73,276	
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	923,650		923,650	
23	Insurance	296,044	119,341	176,703	
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	UBI TAXES	1,883		1,883	
b	OUTSIDE SERVICES	2,281,780	986,741	1,295,039	
c	BAD DEBT EXPENSE	565,134		565,134	
d	MISCELLANEOUS	500,094	73,198	426,896	
e					
f	All other expenses	316,876	242,920	73,956	
25	Total functional expenses. Add lines 1 through 24f	22,353,507	12,536,264	9,817,243	0
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	1,024,910	1	1,003,960
	2 Savings and temporary cash investments	4,940,963	2	6,029,248
	3 Pledges and grants receivable, net		3	40,368
	4 Accounts receivable, net	2,050,659	4	2,338,548
	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	837,611	8	840,623
	9 Prepaid expenses and deferred charges	1,787,723	9	2,193,841
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	16,525,595		
	b Less accumulated depreciation	11,148,147	10c	5,377,448
	11 Investments—publicly traded securities		11	
	12 Investments—other securities See Part IV, line 11	6,526,751	12	4,908,911
	13 Investments—program-related See Part IV, line 11	482,453	13	560,481
	14 Intangible assets		14	
	15 Other assets See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 34)	22,717,445	16	23,293,428	
Liabilities	17 Accounts payable and accrued expenses	1,514,161	17	1,213,042
	18 Grants payable		18	
	19 Deferred revenue	12,620,371	19	13,784,542
	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		23	
	24 Unsecured notes and loans payable to unrelated third parties	639,871	24	450,603
	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	307,313	25	455,461
	26 Total liabilities. Add lines 17 through 25	15,081,716	26	15,903,648
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	7,635,729	27	7,389,780
	28 Temporarily restricted net assets		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	7,635,729	33	7,389,780	
34 Total liabilities and net assets/fund balances	22,717,445	34	23,293,428	

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	22,125,548
2	Total expenses (must equal Part IX, column (A), line 25)	2	22,353,507
3	Revenue less expenses Subtract line 2 from line 1	3	-227,959
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	7,635,729
5	Other changes in net assets or fund balances (explain in Schedule O)	5	-17,990
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	7,389,780

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?	Yes	
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	Yes	

SCHEDULE A
(Form 990 or 990EZ)

Public Charity Status and Public Support

OMB No 1545-0047

2011

Open to Public Inspection

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

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

Department of the Treasury
Internal Revenue Service

Name of the organization
WATER ENVIRONMENT FEDERATION

Employer identification number

53-0225129

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

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

- 1 A church, convention of churches, or association of churches **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state

- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 8 A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 9 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)
- 10 An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**
- 11 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h
 a Type I b Type II c Type III - Functionally integrated d Type III - Other
- e By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)
- f If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?
 (i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?
 (ii) a family member of a person described in (i) above?
 (iii) a 35% controlled entity of a person described in (i) or (ii) above?
- h Provide the following information about the supported organization(s)

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

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public Support. Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income (Explain in Part IV.) Do not include gain or loss from the sale of capital assets						
11 Total support (Add lines 7 through 10)						
12 Gross receipts from related activities, etc (See instructions)					12	

13 First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14 Public Support Percentage for 2011 (line 6 column (f) divided by line 11 column (f))	14	
15 Public Support Percentage for 2010 Schedule A, Part II, line 14	15	
16a 33 1/3% support test—2011. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 33 1/3% support test—2010. If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
17a 10%-facts-and-circumstances test—2011. If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 10%-facts-and-circumstances test—2010. If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
18 Private Foundation If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions <input type="checkbox"/>		

Part III Support Schedule for Organizations Described in IRC 509(a)(2)

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	1,370,382	1,057,395	1,455,179	1,723,505	1,055,421	6,661,882
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	21,126,376	20,316,673	17,831,317	19,387,789	16,631,193	95,293,348
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	22,496,758	21,374,068	19,286,496	21,111,294	17,686,614	101,955,230
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						0
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0
c Add lines 7a and 7b						0
8 Public Support (Subtract line 7c from line 6)						101,955,230

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
9 Amounts from line 6	22,496,758	21,374,068	19,286,496	21,111,294	17,686,614	101,955,230
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	580,674	530,337	381,091	352,432	321,227	2,165,761
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	580,674	530,337	381,091	352,432	321,227	2,165,761
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	488,504	350,929	528,480	197,167	314,460	1,879,540
13 Total support (Add lines 9, 10c, 11 and 12)	23,565,936	22,255,334	20,196,067	21,660,893	18,322,301	106,000,531
14 First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public Support Percentage for 2011 (line 8 column (f) divided by line 13 column (f))	15	96.180 %
16 Public support percentage from 2010 Schedule A, Part III, line 15	16	96.350 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2011 (line 10c column (f) divided by line 13 column (f))	17	2.040 %
18 Investment income percentage from 2010 Schedule A, Part III, line 17	18	1.820 %

19a 33 1/3% support tests—2011. If the organization did not check the box on line 14, and line 15 is more than 33 1/3% and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests—2010. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions

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

Facts And Circumstances Test

Explanation

SCHEDULE C (Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No 1545-0047

2011

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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.

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 WATER ENVIRONMENT FEDERATION

Employer identification number

53-0225129

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?
4a Was a correction made?
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 function 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?
5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments

Table with 5 columns: (a) Name, (b) Address, (c) EIN, (d) Amount paid from filing organization's funds, (e) Amount of political contributions received and promptly and directly delivered to a separate political organization.

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)	0	0												
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	36,114													
c	Total lobbying expenditures (add lines 1a and 1b)	36,114	0												
d	Other exempt purpose expenditures	22,317,393													
e	Total exempt purpose expenditures (add lines 1c and 1d)	22,353,507	0												
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns	1,000,000	0												
<table border="1" style="width: 100%;"> <thead> <tr> <th style="text-align: left;">If the amount on line 1e, column (a) or (b) is:</th> <th style="text-align: left;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <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> </tbody> </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)	250,000	0												
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0													
i	Subtract line 1f from line 1c. If zero or less, enter -0-	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	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000
c Total lobbying expenditures	7,500	12,500		36,114	56,114
d Grassroots non-taxable amount	250,000	250,000	250,000	250,000	1,000,000
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
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	
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	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV Supplemental Information

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

Identifier	Return Reference	Explanation

SCHEDULE D (Form 990)

OMB No 1545-0047

Supplemental Financial Statements

2011

Open to Public Inspection

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.

Department of the Treasury Internal Revenue Service

Name of the organization WATER ENVIRONMENT FEDERATION

Employer identification number 53-0225129

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4: Total number at end of year, Aggregate contributions to (during year), Aggregate grants from (during year), 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?
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?

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, Protection of natural habitat, Preservation of open space, Preservation of an historically importantly land area, Preservation of a certified historic structure.

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

Table with 2 columns: Description, Held at the End of the Year. Rows 2a-2d: Total number of conservation easements, Total acreage restricted by conservation easements, Number of conservation easements on a certified historic structure included in (a), 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?
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)?
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

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					
b Contributions					
c Investment earnings or losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the year end balance held as

- a** Board designated or quasi-endowment ▶
- b** Permanent endowment ▶
- c** Term endowment ▶

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

	Yes	No
(i) unrelated organizations	3a(i)	
(ii) related organizations	3a(ii)	
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b	

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		792,248		792,248
b Buildings		3,640,149	2,398,880	1,241,269
c Leasehold improvements		4,211,990	2,336,982	1,875,008
d Equipment		7,881,208	6,412,285	1,468,923
e Other				
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				5,377,448

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
DESCRIPTION OF UNCERTAIN TAX POSITIONS UNDER FIN 48	PART X	THE FEDERATION FOLLOWS ACCOUNTING STANDARDS FOR DEALING WITH UNCERTAINTY IN ACCOUNTING FOR INCOME TAX PROVISIONS FOR THE PERIOD FROM THE FEDERATION'S INCEPTION TO AUGUST 31, 2012, NO UNRECOGNIZED TAX PROVISION OR BENEFIT EXISTS

Part IV Foreign Forms

- 1 Was the organization a U S transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926 (see instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to file Form 3520 and/or Form 3520-A. (see instructions for Forms 3520 and 3520-A)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with respect to Certain Foreign Corporations. (see instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see instructions for Form 8621)* Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with respect to Certain Foreign Partnerships. (see instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to file Form 5713, International Boycott Report (see instructions for Form 5713).* Yes No

Additional Data

Software ID:

Software Version:

EIN: 53-0225129

Name: WATER ENVIRONMENT FEDERATION

Part V Supplemental Information

Complete this part to provide the information (see instructions) required in Part I, line 2, and any additional information.

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) WEF CANHAM GRADUATE STUDIES SCHOLARSHIP	1	25,000			

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

Identifier	Return Reference	Explanation
PROCEDURE FOR MONITORING GRANTS IN THE U S	PART I, LINE 2	SCHEDULE I, PART I, LINE 2 ONCE A SCHOLARSHIP RECIPIENT HAS BEEN NAMED, WEF VERIFIES WITH THE SCHOOL THAT THE STUDENT IS ENROLLED FOR THE FALL SEMESTER, THEN AGAIN VERIFIES THE ENROLLMENT PRIOR TO SENDING THE CHECK TO THE SCHOOL IF THE STUDENT FAILS TO ATTEND, THE REFUND OF TUITION (SCHOLARSHIP) PAID BY WEF IS REFUNDED TO WEF A NEW RECIPIENT IS CHOSEN EACH YEAR, THUS THIS PROCESS HAS TO BE REPEATED EACH YEAR THE SCHOLARSHIP IS ALWAYS PAID DIRECTLY TO THE SCHOOL

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.

Department of the Treasury
Internal Revenue Service

Name of the organization
WATER ENVIRONMENT FEDERATION

Employer identification number
53-0225129

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
- | | |
|---|--|
| <input checked="" type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input checked="" type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax idemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (e g , maid, chauffeur, chef) |

b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain

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?

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

- | | |
|--|---|
| <input checked="" type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization

a Receive a severance payment or change-of-control payment?

b Participate in, or receive payment from, a supplemental nonqualified retirement plan?

c Participate in, or receive payment from, an equity-based compensation arrangement?

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?

b Any related organization?

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?

b Any related organization?

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

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

9 If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?

1b	Yes	
2	Yes	
4a		No
4b		No
4c		No
5a	Yes	
5b		No
6a		No
6b		No
7		No
8		No
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) ARTHUR NUTTER	(i)	141,294	0	0	14,375	8,004	163,673	0
	(ii)	0	0	0	0	0	0	0
(2) JEFF EGER	(i)	219,958	39,000	0	23,370	14,506	296,834	0
	(ii)	0	0	0	0	0	0	0
(3) TIMOTHY RICKER	(i)	202,192	0	0	19,023	7,186	228,401	0
	(ii)	0	0	0	0	0	0	0
(4) EILEEN O'NEILL	(i)	172,725	0	0	17,431	19,111	209,267	0
	(ii)	0	0	0	0	0	0	0
(5) JACK BENSON	(i)	160,731	0	0	11,508	19,149	191,388	0
	(ii)	0	0	0	0	0	0	0
(6) LINDA KELLY	(i)	159,192	0	0	15,443	7,246	181,881	0
	(ii)	0	0	0	0	0	0	0
(7) TIMOTHY WILLIAMS	(i)	146,283	0	0	13,546	6,121	165,950	0
	(ii)	0	0	0	0	0	0	0
(8) JAMES K SULLIVAN	(i)	110,433	0	0	11,101	5,313	126,847	0
	(ii)	0	0	0	0	0	0	0

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
------------	------------------	-------------

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
WATER ENVIRONMENT FEDERATION

Employer identification number

53-0225129

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION A, LINE 6	WEF HAS INDIVIDUAL AND CORPORATE MEMBERS

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION A, LINE 7A	WEF OFFICERS ARE SELECTED BY A NOMINATING COMMITTEE AND RECOMMENDED TO THE HOUSE OF DELEGATES WHO APPROVE THE OFFICERS BY MAJORITY VOTE. TRUSTEES ARE NOMINATED BY THE PRESIDENT TO SERVE THREE YEAR TERMS AND ARE CONFIRMED BY A MAJORITY VOTE OF THE HOUSE OF DELEGATES

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION A, LINE 7B	ANY PROPOSED CHANGES TO WEF ARTICLES OF INCORPORATION OR CONSTITUTION AND BYLAWS MUST BE RECOMMENDED BY THE BOARD OF TRUSTEES BUT MUST ALSO BE RATIFIED BY A QUORUM OF VOTING MEMBERS

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 11	THE FORM 990 IS DRAFTED BY WEFS OUTSIDE ACCOUNTING FIRM WITH INFORMATION AND INPUT FROM WEFS EXECUTIVE DIRECTOR AND ACCOUNTING SERVICES MANAGER THE DRAFT FORM 990 IS REVIEWED BY WEF'S EXECUTIVE DIRECTOR AND PRESIDENT FOR ACCURACY ONCE THE WEF MANAGEMENT TEAM HAS APPROVED THE DRAFT FORM 990, THE DOCUMENT IS SENT TO THE WEF OPERATIONS WORK GROUP, WHICH IS A BOARD OF TRUSTEES TASK FORCE, FOR ITS REVIEW APPROVAL OF THE OPERATIONS WORK GROUP IS REQUIRED PRIOR TO SUBMITTING THE FORM 990 TO BOARD OF TRUSTEES FOR FINAL APPROVAL ONCE THE BOARD OF TRUSTEES APPROVES THE FORM 990, IT IS THEN SUBMITTED TO THE INTERNAL REVENUE SERVICE

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 12C	EACH NEW BOARD OF TRUSTEES IS ORIENTED ON WEF CONFLICT OF INTEREST POLICY EVERY MEMBER SIGNS A CONFLICT OF INTEREST STATEMENT AT THE BEGINNING OF EVERY BOARD MEETING, THE BOARD MEMBERS ARE REMINDED OF THEIR RESPONSIBILITY TO ACKNOWLEDGE CONFLICTS OF INTEREST WHEN THE AGENDA IS BEING REVIEWED EACH MEMBER OF THE BOARD OF TRUSTEES IS REQUIRED TO DISCLOSE "OTHER INTERESTS" AS DEFINED IN THE POLICY, ANNUALLY, AND MORE FREQUENTLY IF OTHER INTERESTS ARISE THE BOARD OR DELEGATED REPRESENTATIVES OF THE BOARD MUST DECIDE WHAT IF ANY CORRECTIVE MEASURES TO TAKE IN RESPONSE TO DISCLOSURES OF OTHER INTERESTS

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 15	WEF PARTICIPATES IN SEVERAL SALARY SURVEYS IN THE WASHINGTON DC AREA. SURVEYS AND DATA ARE RECEIVED AND REVIEWED TO MAKE COMPENSATION RECOMMENDATIONS. THE ED IS REVIEWED BY THE BOARD OF TRUSTEES. DATA FOR WEF KEY EMPLOYEES IS REVIEWED BY ED, HR AND LEADERSHIP STAFF.

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION C, LINE 19	WEF'S FINANCIAL INFORMATION IS AVAILABLE ON THE 990 AND POSTED ON THE INTERNET THRU INFORMATION SOURCES LIKE GUIDESTAR WEF'S POLICY ALSO MAKES COPIES OF WEF'S DOCUMENTS AVAILABLE TO DIRECT REQUESTS MADE TO WEF AT IT'S OFFICE WEF'S CONSTITUTION AND BYLAWS ARE PRINTED ANNUALLY AS A "BOARD RESOURCE GUIDE" IN ADDITION, IT IS POSTED ON WEF'S WEBSITE IN A "MEMBER'S ONLY" SECTION WEF VIEWS THESE DOCUMENTS AS PUBLIC DOCUMENTS AND WILL PROVIDE THEM TO ANY INTERESTED PARTY WHO SEEK THEM, HOWEVER, THERE HAVE BEEN VERY FEW REQUESTS

Identifier	Return Reference	Explanation
CHANGES IN NET ASSETS OR FUND BALANCES	FORM 990, PART XI, LINE 5	NET UNREALIZED LOSSES ON INVESTMENTS -17,990

Identifier	Return Reference	Explanation
AUDITED FINANCIAL STATEMENTS	FORM 990 PART IV QUESTION 12 AND PART XI QUESTION 2B	THE ORGANIZATION'S FINANCIAL STATEMENTS ARE AUDITED ANNUALLY IN ACCORDANCE WITH GENERALLY ACCEPTED AUDITING STANDARDS AS PART OF A CONSOLIDATED GROUP SINCE THE ORGANIZATION OWNS 100% OF A FOR-PROFIT FOREIGN SUBSIDIARY , THE ORGANIZATION IS REQUIRED UNDER GENERALLY ACCEPTED ACCOUNTING PRINCIPLES TO ISSUE CONSOLIDATED FINANCIAL STATEMENTS THEREFORE STAND ALONE AUDITED FINANCIAL STATEMENTS WERE NOT ISSUED FOR THE ORGANIZATION AS THE PARENT ENTITY THE FOR-PROFIT FOREIGN ENTITY FILES FORM 5471 AS PART OF THE FORM 990-T

Identifier	Return Reference	Explanation
		FORM 990, PART XII, LINE 2C NO CHANGE FROM PRIOR YEAR

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No 1545-0047

2011

Open to Public Inspection

▶ **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.**

Department of the Treasury
Internal Revenue Service

Name of the organization
WATER ENVIRONMENT FEDERATION

Employer identification number

53-0225129

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

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) WEF PUBLISHING UK LTD 6 BREWERY SQUARE ST JOHN STREET LONDON EC1V 4LE UK	PUBLISHING	UK	WEF	C	84,610	1,479,008	100.000 %

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	Yes	
1b		No
1c		No
1d		No
1e		No
1f		No
1g		No
1h		No
1i		No
1j		No
1k		No
1l		No
1m		No
1n	Yes	
1o	Yes	
1p	Yes	
1q		No
1r		No

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

(a) Name of other organization	(b) Transaction type(a-r)	(c) Amount involved	(d) Method of determining amount involved
(1) WEF PUBLISHING UK LTD	A	23,691	
(2) WEF PUBLISHING UK LTD	O	93,837	
(3) WEF PUBLISHING UK LTD	N	246,617	
(4) WEF PUBLISHING UK LTD	P	152,638	
(5)			
(6)			

Part VII Supplemental Information

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

Identifier**Return Reference****Explanation****Schedule R (Form 990) 2011**

TY 2011 Itemized Other Current Liabilities Schedule

Name: WATER ENVIRONMENT FEDERATION

EIN: 53-0225129

Corporation Name	Corporation EIN	Description	Beginning Amount	Ending Amount
WEF PUBLISHING UK LTD		DEFERRED REVENUE	182,185	425,092
		ACCRUALS AND OTHER PAYABLES	53,190	25,671

**TY 2011 Itemized Other Current Assets
Schedule**

Name: WATER ENVIRONMENT FEDERATION

EIN: 53-0225129

Corporation Name	Corporation EIN	Other Current Assets Description	Beginning Amount	Ending Amount
WEF PUBLISHING UK LTD		PREPAYMENTS	30,375	12,723

TY 2011 Other Deductions Schedule

Name: WATER ENVIRONMENT FEDERATION

EIN: 53-0225129

Description	Foreign Amount (should only be used when attached to 5471 Schedule C Line 16)	Amount
AMORTIZATION	12,900	20,307
GENERAL & ADMIN	281,556	443,224
CONFERENCES	148,377	233,575
PERIODICALS	345,557	543,975
MEMBERSHIP	8,364	13,167

Additional Data

Software ID:
Software Version:
EIN: 53-0225129
Name: WATER ENVIRONMENT FEDERATION

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

4d. Other program services

(Code) (Expenses \$ 1,356,807 including grants of \$) (Revenue \$ 1,563,623)

SPECIALTY CONFERENCES - AS THE LEADING SOURCE OF WATER QUALITY EXPERTISE, WEF IS COMMITTED TO ADVANCING THE WATER QUALITY PROFESSION BY PROVIDING ACCESS TO THE LATEST SCIENCE, ENGINEERING, AND TECHNICAL PRACTICES IN THE WATER ENVIRONMENT FIELD THROUGH SPECIALTY CONFERENCES THAT FOCUS ON SPECIFIC WATER QUALITY TOPICS SUCH AS COLLECTION SYSTEMS, RESIDUALS AND BISOLIDS MANAGEMENT, NUTRIENT REMOVAL AND MORE

(Code) (Expenses \$ 925,244 including grants of \$) (Revenue \$ 695,122)

PUBLIC EDUCATION - THROUGH EDUCATION, CONGRESSIONAL TESTIMONY, FOCUSED CAMPAIGNS, AND GRASSROOTS GOVERNMENT AFFAIRS EFFORTS, WATER QUALITY INFORMATION IS DISSEMINATED TO PUBLIC OFFICIALS, MEDIA, AND TARGETED AUDIENCES

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

4d. Other program services

(Code) (Expenses \$ 465,848 including grants of \$) (Revenue \$)
GRANTS - FUNDS USED TO DEVELOP & DISSEMINATE TECHNICAL INFORMATION CONCERNING VARIOUS ASPECTS OF
DOMESTIC & INDUSTRIAL WASTEWATER

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			
JEANETTE BROWN PAST PRESIDENT	4 00	X		X				0	0	0
CHRIS BROWNING TREASURER	4 00	X		X				0	0	0
PAUL SCHULER TRUSTEE	4 00	X						0	0	0
SANDRA RALSON VICE PRESIDENT	4 00	X		X				0	0	0
CORDELL SAMUELS PRESIDENT ELECT	4 00	X		X				0	0	0
PAUL BOWEN TRUSTEE	4 00	X						0	0	0
TERRY KRAUSE TRUSTEE	4 00	X						0	0	0
RICK WARNER TRUSTEE	4 00	X						0	0	0
MATT BOND PRESIDENT	4 00	X		X				0	0	0
KARTIK CHANDRAN TRUSTEE	4 00	X						0	0	0
SCOTT CUMMINGS TRUSTEE	4 00	X						0	0	0
SCOTT TROTTER TRUSTEE	4 00	X						0	0	0
JOHN HART TRUSTEE	4 00	X						0	0	0
CHARLES BOTT TRUSTEE	4 00	X						0	0	0
FRAN BURLINGHAM TRUSTEE	4 00	X						0	0	0
GARRY MACDONALD TRUSTEE	4 00	X						0	0	0
KAREN PALLANSCH TRUSTEE	4 00	X						0	0	0
ARTHUR NUTTER CFO/SR DIRECTOR FINANCE	37 50			X				141,294	0	22,379
JEFF EGER EXECUTIVE DIRECTOR	37 50			X				258,958	0	37,876
TIMOTHY RICKER GENERAL MANAGER	37 50				X			202,192	0	26,209
EILEEN O'NEILL DEPUTY EXECUTIVE DIRECTOR	37 50				X			172,725	0	36,542
JACK BENSON SR DIRECTOR WORLD WIDE SALES & CUSTOMER SERVICE	37 50				X			160,731	0	30,657
LINDA KELLY SR DIRECTOR WEF CENTER	37 50				X			159,192	0	22,689
TIMOTHY WILLIAMS SR DIRECTOR GOVERNMENT AFFAIRS	37 50					X		146,283	0	19,667
PAMELA HENRY SR DIRECTOR CONFERENCE OPER & EXHIBITIONS	37 50					X		128,575	0	19,401

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			
PHYLLIS ROSS SR DIRECTOR GOVERNANCE	37 50					X		125,275	0	18,447
MATT RIES SR DIRECTOR TECHNICAL & ED PROGRAMS	37 50					X		112,839	0	27,781
CATHERINE L THOMSON DIRECTOR IS	37 50					X		111,301	0	17,166
JAMES K SULLIVAN (FORMER) LEGAL COUNSEL	37 50						X	110,433	0	16,414