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Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

OMB No 1545-0047

2012

Open to Public Inspection

A For the 2012 calendar year, or tax year beginning 01-01-2012 , 2012, and ending 12-31-2012

B Check if applicable
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization
WASHINGTON ASSOCIATION OF REALTORS

Doing Business As

Number and street (or P O box if mail is not delivered to street address) | Room/suite
PO BOX 719

City or town, state or country, and ZIP + 4
OLYMPIA, WA 98507

D Employer identification number
91-0789552

E Telephone number
(360) 943-3100

G Gross receipts $ 3,798,677

F Name and address of principal officer
STEVE FRANCKS
PO BOX 719
OLYMPIA, WA 98507

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) Are all affiliates included? ☐ Yes ☐ No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status ☐ 501(c)(3) ☑ 501(c) (6) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW WAREALTOR ORG

K Form of organization ☐ Corporation ☐ Trust ☑ Association ☐ Other ▶

L Year of formation 1933

M State of legal domicile WA

Part I Summary

1 Briefly describe the organization's mission or most significant activities
TO PROMOTE AND ADVANCE ISSUES OF IMPORTANCE TO THE REAL ESTATE INDUSTRY

2 Check this box ▶☐ 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	192
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	192
5	Total number of individuals employed in calendar year 2012 (Part V, line 2a)	5	27
6	Total number of volunteers (estimate if necessary)	6	250
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	18,855
b	Net unrelated business taxable income from Form 990-T, line 34	7b	-10,678

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	3,088,150	2,937,974
9	Program service revenue (Part VIII, line 2g)	446,329	777,698
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	47,074	20,847
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-51,205	-54,139
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,530,348	3,682,380
13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	0	0
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)	1,731,520	1,609,630
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)	1,476,188	2,174,727
18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	3,207,708	3,784,357
19	Revenue less expenses Subtract line 18 from line 12	322,640	-101,977

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	4,967,395	4,931,645
21	Total liabilities (Part X, line 26)	540,260	545,572
22	Net assets or fund balances Subtract line 21 from line 20	4,427,135	4,386,073

Part II Signature Block

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

Sign Here

****** | 2013-07-22
Signature of officer | Date

STEVE FRANCKS CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
MATTHEW R MATSON		2013-07-22		P00775671

Firm's name ▶ PETERSON SULLIVAN LLP CPA'S | Firm's EIN ▶ 91-0605875

Firm's address ▶ 601 UNION ST STE 2300
SEATTLE, WA 981012345 | Phone no (206) 382-7777

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 . . . . . ☑

1 Briefly describe the organization's mission

TO PROMOTE AND ADVANCE ISSUES OF IMPORTANCE TO THE REAL ESTATE INDUSTRY

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 are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses $ including grants of $) (Revenue $)

EDUCATION - TO EDUCATE AND INFORM REALTORS, TO PROVIDE CONTINUING EDUCATION AND UPDATES, TO ENCOURAGE HIGH STANDARDS AND ETHICS PROF STANDARDS - TO PROMOTE UNIFORMITY IN THE INDUSTRY

4b (Code) (Expenses $ including grants of $) (Revenue $)

CONVENTION - TO BRING MEMBERS TOGETHER TO SHARE IDEAS, TO PROVIDE ADDITIONAL EDUCATION THROUGH SPEAKERS, AND DISCUSS ISSUES AND TRENDS IN THE REAL ESTATE INDUSTRY

4c (Code) (Expenses $ including grants of $) (Revenue $)

GOVERNMENT AFFAIRS - TO INFORM ON ISSUES RELATED TO THE REAL ESTATE INDUSTRY, GUIDANCE, AND EXPERTISE ON LAND USE ISSUES

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

BANQUETS/AWARDS/NATIONAL MEETINGS - TO ENCOURAGE HIGH STANDARDS BY GIVING RECOGNITION TO MEMBERS

4d Other program services (Describe in Schedule O)

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

4e **Total program service expenses** ▶

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1		No
2	Is the organization required to complete *Schedule B, Schedule of Contributors* (see instructions)?	2		No
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? *If "Yes," complete Schedule C, Part III*	5	Yes	
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		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? *If "Yes," complete Schedule D, Part VI.*	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e		No
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f		No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If "Yes," complete Schedule F, Parts II and IV*	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If "Yes," complete Schedule F, Parts III and IV*	16		No
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I (see instructions)*	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		

Part IV Checklist of Required Schedules *(continued)*

21	Did the organization report more than $5,000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	**21**		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? *If "Yes," complete Schedule I, Parts I and III*	**22**		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	**23**	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? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25*	**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? *If "Yes," complete Schedule L, Part I*	**25a**		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	**25b**		
26	Was a loan to or by a current or former officer, director, trustee, key employee, highest compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *If "Yes," complete Schedule L, Part II*	**26**		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part III*	**27**		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? *If "Yes," complete Schedule L, Part IV*	**28a**		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	**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 direct or indirect owner? *If "Yes," complete Schedule L, Part IV*	**28c**		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	**29**		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	**30**		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	**31**		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	**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? *If "Yes," complete Schedule R, Part I*	**33**		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	**34**		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	**35a**		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	**35b**		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	**36**		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	**37**		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b 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 . . . . . ☐

				Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable . .	1a	26		
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	27		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	2b		Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year? . . .	3a		Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*	3b		Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a			No
b	If "Yes," enter the name of the foreign country ▶ _____ See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . .	5a			No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b			No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c			
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? . . .	6a		Yes	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		Yes	
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?	7a			
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b			
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e			
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . .	7f			
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h			
8	**Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8			
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the organization make any taxable distributions under section 4966?	9a			
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b			
10	**Section 501(c)(7) organizations.** Enter				
a	Initiation fees and capital contributions included on Part VIII, line 12 . . .	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?	12a			
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O	13a			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a			No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O* . .	14b			

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

Check if Schedule O contains a response to any question in this Part VI . . . . . ☑

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year **1a** 192			
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O			
b	Enter the number of voting members included in line 1a, above, who are independent **1b** 192			
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?	**2**		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? .	**3**		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	**4**		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	**5**		No
6	Did the organization have members or stockholders?	**6**	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?	**7a**	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	**7b**	Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	The governing body?	**8a**	Yes	
b	Each committee with authority to act on behalf of the governing body?	**8b**	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*	**9**		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?	**10a**		No
b	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?	**10b**		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	**11a**		No
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	**12a**	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	**12b**	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this was done*	**12c**	Yes	
13	Did the organization have a written whistleblower policy?	**13**	Yes	
14	Did the organization have a written document retention and destruction policy?	**14**	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?			
a	The organization's CEO, Executive Director, or top management official	**15a**	Yes	
b	Other officers or key employees of the organization	**15b**		No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	**16a**		No
b	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?	**16b**		

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed ▶

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you made these available Check all that apply

☐ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

▶GREG WELCH CONTROLLER 504 14TH AVE SE OLYMPIA, WA (360)943-3100

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

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

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

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(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			
See Additional Data Table										

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(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			
1b **Sub-Total** ▶										
c **Total from continuation sheets to Part VII, Section A** ▶										
d **Total (add lines 1b and 1c)** ▶								344,939	0	42,240

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 ▶ 1

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation

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 ▶ 0

Part VIII Statement of Revenue

Check if Schedule O contains a response to any question in this Part VIII . . . . . ☐

				(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	2,937,974			
	c	Fundraising events	1c				
	d	Related organizations . . .	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f				
	g	Noncash contributions included in lines 1a-1f $					
	h	**Total.** Add lines 1a-1f . . . . . ▶		2,937,974			
Program Service Revenue			Business Code				
	2a	OTHER PROGRAM INCOME	900099	439,135	439,135		
	b	EDUCATION INCOME	611600	283,049	283,049		
	c	WSCAR LOBBYING SERVICE	900099	30,000	30,000		
	d	PUBLICATIONS, FORMS, O	900099	25,514	25,514		
	e						
	f	All other program service revenue					
	g	**Total.** Add lines 2a–2f . . . . . ▶		777,698			
	3	Investment income (including dividends, interest, and other similar amounts) . . . . . ▶		46,166			46,166
	4	Income from investment of tax-exempt bond proceeds . . ▶					
	5	Royalties . . . . . ▶					
			(i) Real	(ii) Personal			
	6a	Gross rents	17,984				
	b	Less rental expenses	90,978				
	c	Rental income or (loss)	-72,994				
	d	Net rental income or (loss) . . . . . ▶			-72,994			-72,994
			(i) Securities	(ii) Other			
	7a	Gross amount from sales of assets other than inventory					
	b	Less cost or other basis and sales expenses		25,319			
	c	Gain or (loss)		-25,319			
	d	Net gain or (loss) . . . . . ▶			-25,319			-25,319
Other Revenue	8a	Gross income from fundraising events (not including $ _____ of contributions reported on line 1c) See Part IV, line 18 . . a					
	b	Less direct expenses . . . b					
	c	Net income or (loss) from fundraising events . . ▶					
	9a	Gross income from gaming activities See Part IV, line 19 . . . a					
	b	Less direct expenses . . . b					
	c	Net income or (loss) from gaming activities . . ▶					
	10a	Gross sales of inventory, less returns and allowances . a					
	b	Less cost of goods sold . . b					
	c	Net income or (loss) from sales of inventory . . ▶					
		Miscellaneous Revenue	Business Code				
	11a	ADVERTISING	541800	18,855		18,855	
	b						
	c						
	d	All other revenue					
	e	**Total.** Add lines 11a–11d . . . . . ▶		18,855			
	12	**Total revenue.** See Instructions . . . . . ▶		3,682,380	777,698	18,855	-52,147

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)

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				
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	387,179			
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	923,440			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	209,874			
10 Payroll taxes	89,137			
11 Fees for services (non-employees)				
a Management				
b Legal	198,355			
c Accounting	16,287			
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)				
12 Advertising and promotion				
13 Office expenses	157,866			
14 Information technology	32,977			
15 Royalties . .				
16 Occupancy				
17 Travel	80,461			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	39,992			
23 Insurance				
24 Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
a MEMBERSHIP SERVICES	1,377,672			
b EDUCATION EXPENSES	197,815			
c BOARD REIMBURSEMENTS	73,302			
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	3,784,357			
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ▶ ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response to any question in this Part X . . . . . ☑

				(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing		84,714	1	111,503
	2	Savings and temporary cash investments		322,063	2	256,442
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		30,088	4	20,176
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		39,739	9	38,173
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 1,517,148			
	b	Less accumulated depreciation	10b 763,831	812,040	10c	753,317
	11	Investments—publicly traded securities		3,678,751	11	3,752,034
	12	Investments—other securities See Part IV, line 11			12	
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11			15	
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		4,967,395	16	4,931,645
Liabilities	17	Accounts payable and accrued expenses		216,046	17	208,585
	18	Grants payable			18	
	19	Deferred revenue		324,214	19	336,987
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D			21	
	22	Loans and other 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			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D			25	
	26	**Total liabilities.** Add lines 17 through 25		540,260	26	545,572
Net Assets or Fund Balances		**Organizations that follow SFAS 117 (ASC 958), check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**				
	27	Unrestricted net assets		4,427,135	27	4,386,073
	28	Temporarily restricted net assets			28	
	29	Permanently restricted net assets			29	
		Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☐ 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		4,427,135	33	4,386,073
	34	Total liabilities and net assets/fund balances		4,967,395	34	4,931,645

Part XI Reconcilliation 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	3,682,380
2	Total expenses (must equal Part IX, column (A), line 25)	2	3,784,357
3	Revenue less expenses Subtract line 2 from line 1	3	-101,977
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	4,427,135
5	Net unrealized gains (losses) on investments	5	60,915
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	4,386,073

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 ☐ Cash ☑ Accrual ☐ 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?	2a		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both ☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O			
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?	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b		

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SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

▶ Complete if the organization is described below. ▶ Attach to Form 990 or Form 990-EZ.
▶ See separate instructions.

OMB No 1545-0047

2012

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

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

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

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

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

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

Name of the organization	Employer identification number
WASHINGTON ASSOCIATION OF REALTORS	91-0789552

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 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? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV

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

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ $ _____

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt 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? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

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

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

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

B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount Enter the amount from the following table in both columns		
g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a If zero or less, enter -0-		
i Subtract line 1f from line 1c If zero or less, enter -0-		

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

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? ☐ Yes ☐ 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) 2009	(b) 2010	(c) 2011	(d) 2012	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

For each "Yes" response to lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.		(a) Yes	(a) No	(b) 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?			
j	Total Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did 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		No
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		No
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3		No

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

1	Dues, assessments and similar amounts from members	1	2,937,974
2	Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a	Current year	2a	1,543,404
b	Carryover from last year	2b	-494,603
c	Total	2c	1,048,801
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	2,027,202
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	-978,401

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, Part II-A (affiliated group list), Part II-A, line 2, and Part II-B, line 1 Also, complete this part for any additional information

Identifier	Return Reference	Explanation

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SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
WASHINGTON ASSOCIATION OF REALTORS

Employer identification number
91-0789552

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

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate contributions to (during year)		
3	Aggregate grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply)
☐ Preservation of land for public use (e g , recreation or education) ☐ Preservation of an historically important land area
☐ Protection of natural habitat ☐ Preservation of a certified historic structure
☐ Preservation of open space

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

		Held at the End of the Year
a	Total number of conservation easements	2a
b	Total acreage restricted by conservation easements	2b
c	Number of conservation easements on a certified historic structure included in (a)	2c
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

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

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

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

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

(ii) Assets included in Form 990, Part X ▶ $ _____

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 (ASC 958) 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 acquisition, 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 XIII

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 XIII and complete the following table

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	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 XIII Check here if the explanation has been provided in Part XIII . . . . . ☐

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 Net investment earnings, gains, and 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 current year end balance (line 1g, column (a)) held as

- a Board designated or quasi-endowment ▶
- b Permanent endowment ▶
- c Temporarily restricted endowment ▶

The percentages in lines 2a, 2b, and 2c should equal 100%

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 XIII 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		351,852		351,852
b Buildings		1,092,689	717,470	375,219
c Leasehold improvements				
d Equipment		72,607	46,361	26,246
e Other				
Total. Add lines 1a through 1e *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				753,317

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
Other		
Total. *(Column (b) must equal Form 990, Part X, col (B) line 12)* ▶		

Part VIII Investments—Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. *(Column (b) must equal Form 990, Part X, col (B) line 13)* ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* . . . . . ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

1 (a) Description of liability	(b) Book value
Federal income taxes	
Total. *(Column (b) must equal Form 990, Part X, col (B) line 25)* ▶	

2. Fin 48 (ASC 740) Footnote In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII ☐

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	3,834,273
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	60,915		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII)	2d	90,978		
e	Add lines **2a** through **2d**			2e	151,893
3	Subtract line **2e** from line **1**			3	3,682,380
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 XIII)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total revenue Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12)			5	3,682,380

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	3,875,335
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 XIII)	2d	90,978		
e	Add lines **2a** through **2d**			2e	90,978
3	Subtract line **2e** from line **1**			3	3,784,357
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 XIII)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total expenses Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18)			5	3,784,357

Part XIII 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, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information

Identifier	Return Reference	Explanation
PART XI, LINE 2D - OTHER ADJUSTMENTS		RENTAL EXPENSES REPORTED ON PART VIII LINE 6B 90,978
PART XII, LINE 2D - OTHER ADJUSTMENTS		RENTAL EXPENSES REPORTED ON PART VIII LINE 6B 90,978

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Schedule J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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.

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
WASHINGTON ASSOCIATION OF REALTORS

Employer identification number
91-0789552

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate 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 ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ 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 of the expenses described above? If "No," complete Part III to explain	**1b**		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	**2**		
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director Check all that apply Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III ☑ Compensation committee ☑ Written employment contract ☐ Independent compensation consultant ☑ Compensation survey or study ☐ Form 990 of other organizations ☑ 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?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	**4c**		No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III			
	Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.			
5	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of			
a	The organization?	**5a**		
b	Any related organization?	**5b**		
	If "Yes," to line 5a or 5b, describe in Part III			
6	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
a	The organization?	**6a**		
b	Any related organization?	**6b**		
	If "Yes," to line 6a or 6b, describe in Part III			
7	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		
8	Were any amounts reported in Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regulations section 53 4958-4(a)(3)? If "Yes," describe in Part III	**8**		
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?	**9**		

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is 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, applicable column (D) and (E) amounts for that individual

(A) Name and Title		(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 as deferred in prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1)STEVE FRANCKS CHIEF EXECUTIVE OFFICER	(i)	210,000	15,000	0	22,499	6,008	253,507	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, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II
Also complete this part for any additional information

Identifier	Return Reference	Explanation

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SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
WASHINGTON ASSOCIATION OF REALTORS

Employer identification number
91-0789552

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION A, LINE 6	REAL ESTATE LICENSEES AND AFFILIATES WHO HAVE JOINED A REALTOR FIRM
	FORM 990, PART VI, SECTION A, LINE 7A	ALL MEMBERS IN GOOD STANDING VOTE FOR OFFICER ELECT POSITIONS EACH YEAR
	FORM 990, PART VI, SECTION A, LINE 7B	ALL MEMBERS IN GOOD STANDING VOTE FOR OFFICER ELECT POSITIONS EACH YEAR
	FORM 990, PART VI, SECTION B, LINE 11	UPON COMPLETION OF THE ANNUAL FORM 990, THE EXECUTIVE COMMITTEE WILL SERVE AS THE REVIEW BODY ON BEHALF OF THE WASHINGTON REALTORS PRIOR TO FILING MANAGEMENT WILL REVIEW THE FORM 990 WITH THE PREPARERS, CEO, AND CONTROLLER PRIOR TO FILING
	FORM 990, PART VI, SECTION B, LINE 12C	EXECUTIVE COMMITTEE REVIEWS AND RULES ON ANY CONFLICT OF INTEREST ISSUES THAT MAY ARISE. NONE HAVE ARISEN
	FORM 990, PART VI, SECTION B, LINE 15A	AN ANNUAL EVALUATION IS CONDUCTED BY AN EVALUATION COMMITTEE COMPRISED OF THE CURRENT PRESIDENT, THE PRESIDENT-ELECT, THE TREASURER AND EITHER THE IMMEDIATE PAST PRESIDENT OR THE TREASURER-ELECT, AT THE OPTION OF THE PRESIDENT SALARY INCREASES, BONUSES AND BENEFIT ENHANCEMENTS SHALL BE CONSIDERED ANNUALLY, AT WHICH TIME THE ORGANIZATION SHALL TAKE INTO CONSIDERATION THE PERFORMANCE, TIME IN THE POSITION, AND INDEPENDENT STUDIES OF APPROPRIATE DATA FOR SIMILAR ORGANIZATIONS, INCLUDING BUT NOT NECESSARILY LIMITED TO STUDIES BY THE WASHINGTON SOCIETY OF ASSOCIATION EXECUTIVES, THE AMERICAN SOCIETY OF ASSOCIATION EXECUTIVES, AND THE NATIONAL ASSOCIATION OF REALTORS (NAR) THE FINAL DECISION ON WHETHER ANY SALARY INCREASES, BONUSES OR BENEFIT ENHANCEMENTS WILL BE GIVEN TO THE CEO SHALL BE WITHIN THE SOLE DISCRETION OF THE ASSOCIATION
	FORM 990, PART VI, SECTION C, LINE 19	THESE DOCUMENTS ARE NOT AVAILABLE TO THE PUBLIC
	FORM 990, PART XII, LINE 2C	THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR
	FORM 990, PART VI, LINE 1A	23 MEMBERS OF THE EXECUTIVE COMMITTEE INCLUDING 5 OFFICERS, 5 COMMITTEE CHAIRS, 5 COMMITTEE CHAIR ELECTS, 5 REGIONAL REPRESENTATIVES, 1 COMMERCIAL, 1 NAR DIRECTOR, AND 1 LOCAL ASSOCIATION EXECUTIVE (NON-VOTING) THE SCOPE OF THE EXECUTIVE COMMITTEE IS 1) GIVE DIRECTION TO COMMITTEES AND TASK FORCES AS NECESSARY THROUGH THE SHARED FOCUS OF THE ASSOCIATION, 2) MAKE BUDGET ADJUSTMENTS AS NECESSARY AND AS RECOMMENDED PROVIDED THEY DO NOT EXCEED ONE PERCENT OF THE ANNUAL BUDGET OR REDUCE THE OPERATING RESERVE BELOW THAT REQUIRED BY THE FINANCIAL POLICIES, 3) PROVIDE BUDGET OVERSIGHT OF ALL PROGRAMS, 4) IN COLLABORATION WITH THE CEO, MANAGE THE AFFAIRS OF THE ASSOCIATION, 5) HIRE THE CEO, ENTER INTO AN EMPLOYMENT AGREEMENT AS APPROPRIATE AND APPROVE EXTENSIONS TO SUCH AGREEMENT AS SPECIFIED IN THE AGREEMENT, 6) CONDUCT AN ANNUAL REVIEW OF THE CEO, 7) ALL PERSONNEL ISSUES DEALING WITH THE CEO, INCLUDING THE ANNUAL REVIEW PROCESS, SHALL BE CONDUCTED BY THE PRESIDENT, PRESIDENT-ELECT, TREASURER, AND ONE OTHER PERSON APPOINTED BY THE PRESIDENT HOWEVER, THE FULL EXECUTIVE COMMITTEE SHALL VOTE ON THE HIRING AND FIRING OF THE CEO

Additional Data

Software ID:
Software Version:
EIN: 91-0789552
Name: WASHINGTON ASSOCIATION OF REALTORS

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 (list any hours for related organizations below dotted line)	(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			
JOYCE ADAMS ALTERNATE DIRECTOR	1 00	X						0	0	0
EVANGELINE ANDERSON ALTERNATE DIRECTOR	1 00	X						0	0	0
JOSH AUXIER ALTERNATE DIRECTOR	1 00	X						0	0	0
PAULETTE BARBER ALTERNATE DIRECTOR	1 00	X						0	0	0
MARIE BARTH ALTERNATE DIRECTOR	1 00	X						0	0	0
KHAM BEITLERS ALTERNATE DIRECTOR	1 00	X						0	0	0
JOHN BLOM ALTERNATE DIRECTOR	1 00	X						0	0	0
KEVIN BURGESS ALTERNATE DIRECTOR	1 00	X						0	0	0
DANIEL CHURCHILL ALTERNATE DIRECTOR	1 00	X						0	0	0
TOM CLARK ALTERNATE DIRECTOR	1 00	X						0	0	0
WANDA COATS ALTERNATE DIRECTOR	1 00	X						0	0	0
JOHN CORNING ALTERNATE DIRECTOR	1 00	X						0	0	0
EDITH DASHIELL ALTERNATE DIRECTOR	1 00	X						0	0	0
SAMUEL DEBORD ALTERNATE DIRECTOR	1 00	X						0	0	0
MELANIE FOLEY ALTERNATE DIRECTOR	1 00	X						0	0	0
JOHN GAMBRELL ALTERNATE DIRECTOR	1 00	X						0	0	0
BILL GROEN ALTERNATE DIRECTOR	1 00	X						0	0	0
STEVE HAGEN ALTERNATE DIRECTOR	1 00	X						750	0	0
MARCHELE HATCHNER ALTERNATE DIRECTOR	1 00	X						0	0	0
JENNY HILL ALTERNATE DIRECTOR	1 00	X						0	0	0
JANET HITE ALTERNATE DIRECTOR	1 00	X						0	0	0
DAVID HOVDE ALTERNATE DIRECTOR	1 00	X						0	0	0
GREG INGLIN ALTERNATE DIRECTOR	1 00	X						0	0	0
VICKIE JACKSON ALTERNATE DIRECTOR	1 00	X						0	0	0
CAMERON JEWETT ALTERNATE DIRECTOR	1 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(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			
JEANNETTE KARIS ALTERNATE DIRECTOR	1 00	X						0	0	0
SHER KIRKPATRICK ALTERNATE DIRECTOR	1 00	X						0	0	0
MICHAEL LARSON ALTERNATE DIRECTOR	1 00	X						0	0	0
MELISSA LEE ALTERNATE DIRECTOR	1 00	X						0	0	0
WAYNE LOCKE ALTERNATE DIRECTOR	1 00	X						0	0	0
PABLO LOZANO ALTERNATE DIRECTOR	1 00	X						0	0	0
KYOKO MATSUMOTO-WRIGHT ALTERNATE DIRECTOR	1 00	X						0	0	0
MICHAEL MCALEER ALTERNATE DIRECTOR	1 00	X						0	0	0
STEPHANIE MCCARTHY ALTERNATE DIRECTOR	1 00	X						0	0	0
NANCY MCCONAGHY ALTERNATE DIRECTOR	1 00	X						0	0	0
MARK MIDDLETON ALTERNATE DIRECTOR	1 00	X						0	0	0
DAINA MOORE ALTERNATE DIRECTOR	1 00	X						0	0	0
SHIRLEY NELSON ALTERNATE DIRECTOR	1 00	X						0	0	0
CERISE NOAH ALTERNATE DIRECTOR	1 00	X						0	0	0
MICHAEL ORBINO ALTERNATE DIRECTOR	1 00	X						0	0	0
SUE PAULEY ALTERNATE DIRECTOR	1 00	X						0	0	0
LAURA POLT ALTERNATE DIRECTOR	1 00	X						0	0	0
KATHLEEN POWELL ALTERNATE DIRECTOR	1 00	X						0	0	0
JUDY SINCLAIR ALTERNATE DIRECTOR	1 00	X						0	0	0
CHRISTINE SMITH ALTERNATE DIRECTOR	1 00	X						0	0	0
MELISSA TETZ ALTERNATE DIRECTOR	1 00	X						0	0	0
JENNIFER VALERIEN ALTERNATE DIRECTOR	1 00	X						0	0	0
PAUL WEISZ ALTERNATE DIRECTOR	1 00	X						0	0	0
AMY ZEGGERT ALTERNATE DIRECTOR	1 00	X						0	0	0
TYLER MCKENZIE CENT PUG SOUND REP	1 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(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			
SHARRI BAILEY CENTRAL WA REP	1 00	X						0	0	0
DAVID ELLIOTT COMMERCIAL REP	1 00	X						0	0	0
JAN ELLINGSON CRB PRESIDENT	1 00	X		X				19,450	0	0
KEITH FULLER CRS PRESIDENT	1 00	X		X				0	0	0
JOE MANN EASTERN WA REP	1 00	X						0	0	0
THOMAS HIX INLAND EMPIRE IREM	1 00	X						0	0	0
RICHARD BERGDAHL NAR DIRECTOR	1 00	X						0	0	0
KRISTEN GREENLAW NAR DIRECTOR	1 00	X						0	0	0
PILI MEYER NAR DIRECTOR	1 00	X						14,800	0	0
TERRY MILLER NAR DIRECTOR	1 00	X						0	0	0
DON RILEY NAR DIRECTOR	1 00	X						0	0	0
J LENNOX SCOTT NAR DIRECTOR	1 00	X						0	0	0
JAMES HARRIS NORTHWEST WA REP	1 00	X						0	0	0
CONSTANCE BOYLE PAST PRESIDENT	1 00	X						0	0	0
JIM CAROLLO PAST PRESIDENT	1 00	X						0	0	0
CHERYL FERRIER PAST PRESIDENT	1 00	X						0	0	0
MICHAEL FLYNN PAST PRESIDENT	1 00	X						750	0	0
DEWAYNE GRANACKI PAST PRESIDENT	1 00	X						0	0	0
PHILIP HARLAN PAST PRESIDENT	1 00	X						0	0	0
KENT JONES PAST PRESIDENT	1 00	X						0	0	0
JEFFREY LYON PAST PRESIDENT	1 00	X						0	0	0
V FAYE NELSON PAST PRESIDENT	1 00	X						0	0	0
SAM PACE PAST PRESIDENT	1 00	X						0	0	0
WILLIAM RILEY PAST PRESIDENT	1 00	X						0	0	0
DENNIS ROSE PAST PRESIDENT	1 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(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			
PHILIP SOUZA PAST PRESIDENT	1 00	X						0	0	0
TERENCE SULLIVAN PAST PRESIDENT	1 00	X						0	0	0
CINDY WHITE PAST PRESIDENT	1 00	X						0	0	0
GARY WRIGHT PAST PRESIDENT	1 00	X						0	0	0
GREG WRIGHT PAST PRESIDENT	1 00	X						0	0	0
MARK KITABAYASHI PRESIDENT	1 00	X		X				0	0	0
GEORGE MCGILLIARD PRESIDENT ELECT	1 00	X		X				0	0	0
VANESSA HERZOG SIOR	1 00	X						0	0	0
JAMES SIMMONS SOUTHWEST WA REP	1 00	X						0	0	0
RACHEL ADLER STATE DIRECTOR	1 00	X						0	0	0
MARILYN AMATO STATE DIRECTOR	1 00	X						0	0	0
CURTIS AMBROSE STATE DIRECTOR	1 00	X						0	0	0
JANET APKEN STATE DIRECTOR	1 00	X						0	0	0
DEBBIE ASPLUND STATE DIRECTOR	1 00	X						0	0	0
MARILOU AUBERTIN STATE DIRECTOR	1 00	X						0	0	0
MICHAEL BAKER STATE DIRECTOR	1 00	X						0	0	0
LLOYD BALL STATE DIRECTOR	1 00	X						0	0	0
JERRY BASTIN STATE DIRECTOR	1 00	X						0	0	0
RYAN BECKETT STATE DIRECTOR	1 00	X						0	0	0
NANETTE BERGDAHL STATE DIRECTOR	1 00	X						0	0	0
KATHY BERNDTSON STATE DIRECTOR	1 00	X						0	0	0
NATHANIEL BIEHL STATE DIRECTOR	1 00	X						0	0	0
RANDY BLUMER STATE DIRECTOR	1 00	X						0	0	0
CHARLES BOON STATE DIRECTOR	1 00	X						0	0	0
JENNIFER BOWMAN STATE DIRECTOR	1 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(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			
PATRICIA BREWER STATE DIRECTOR	1 00	X						0	0	0
RICHARD BROSTROM STATE DIRECTOR	1 00	X						0	0	0
KENNETH BUTLER STATE DIRECTOR	1 00	X						0	0	0
KATHARINE CAREY STATE DIRECTOR	1 00	X						0	0	0
BOBBIE CHIPMAN STATE DIRECTOR	1 00	X						0	0	0
LARRY CHRISTENSEN STATE DIRECTOR	1 00	X						0	0	0
DALE CHUMBLEY STATE DIRECTOR	1 00	X						0	0	0
BILL CONDON STATE DIRECTOR	1 00	X						0	0	0
CINDIE CONKLIN STATE DIRECTOR	1 00	X						0	0	0
VERNON COOK STATE DIRECTOR	1 00	X						0	0	0
MICHAEL CORNELL STATE DIRECTOR	1 00	X						0	0	0
THOMAS CRAIG STATE DIRECTOR	1 00	X						0	0	0
DAVID CROSBY STATE DIRECTOR	1 00	X						0	0	0
SHEILA DAVIES STATE DIRECTOR	1 00	X						0	0	0
SANDRA DEAN STATE DIRECTOR	1 00	X						0	0	0
ROCKY DEVON STATE DIRECTOR	1 00	X						0	0	0
ROBERT DREXLER STATE DIRECTOR	1 00	X						0	0	0
DAVID DUNCAN STATE DIRECTOR	1 00	X						0	0	0
MARY DUNKIN STATE DIRECTOR	1 00	X						0	0	0
CAROLANN DURBON STATE DIRECTOR	1 00	X						0	0	0
TERRY ECCLES-PETTET STATE DIRECTOR	1 00	X						0	0	0
JODY EMRA STATE DIRECTOR	1 00	X						0	0	0
DAPHNE ESHOM STATE DIRECTOR	1 00	X						0	0	0
JEDIDIAH ETTERS STATE DIRECTOR	1 00	X						0	0	0
CHRISTINE FIELD STATE DIRECTOR	1 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(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			
RANDALL FISCHER STATE DIRECTOR	1 00	X						0	0	0
JERRY FITTS STATE DIRECTOR	1 00	X						0	0	0
GARY FRANKLIN STATE DIRECTOR	1 00	X						0	0	0
KEN GARCEAU STATE DIRECTOR	1 00	X						0	0	0
JOE GARST STATE DIRECTOR	1 00	X						0	0	0
DARCI GILLESPIE STATE DIRECTOR	1 00	X						0	0	0
VICKI GLASOW STATE DIRECTOR	1 00	X						0	0	0
MARGUERITE GLOVER STATE DIRECTOR	1 00	X						0	0	0
FRED GOEHLER STATE DIRECTOR	1 00	X						0	0	0
GARY GREGG STATE DIRECTOR	1 00	X						0	0	0
HARLEY GRENINGER STATE DIRECTOR	1 00	X						0	0	0
MARIANNE GUENTHER BORNHOFT STATE DIRECTOR	1 00	X						0	0	0
JANICE HALL STATE DIRECTOR	1 00	X						0	0	0
HEIDI HANSEN STATE DIRECTOR	1 00	X						0	0	0
PAMELA HARBOUR STATE DIRECTOR	1 00	X						0	0	0
ALISHA HARRISON STATE DIRECTOR	1 00	X						0	0	0
CRAIG HILL STATE DIRECTOR	1 00	X						0	0	0
PATRICIA HILL STATE DIRECTOR	1 00	X						0	0	0
ELAINE HILTON STATE DIRECTOR	1 00	X						0	0	0
THOR HOLM STATE DIRECTOR	1 00	X						0	0	0
TOM HORMEL STATE DIRECTOR	1 00	X						0	0	0
WILLIAM HUTCHINSON STATE DIRECTOR	1 00	X						0	0	0
DAVID IRONS STATE DIRECTOR	1 00	X						0	0	0
ROBERT JARK STATE DIRECTOR	1 00	X						0	0	0
ERIC JOHNSON STATE DIRECTOR	1 00	X						0	0	0

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JASON JOINER STATE DIRECTOR	1 00	X						0	0	0
NANCY JONES STATE DIRECTOR	1 00	X						0	0	0
CAROL KAVANAUGH STATE DIRECTOR	1 00	X						0	0	0
KREG KENDALL STATE DIRECTOR	1 00	X						0	0	0
DANIEL KENNEDY STATE DIRECTOR	1 00	X						0	0	0
JACK KESTELL STATE DIRECTOR	1 00	X						0	0	0
DEL KNUDSON STATE DIRECTOR	1 00	X						0	0	0
GLENDA KRULL STATE DIRECTOR	1 00	X						0	0	0
WAYNE LANGFORD STATE DIRECTOR	1 00	X						0	0	0
PAUL LEBARON STATE DIRECTOR	1 00	X						0	0	0
JENNIFER LIND STATE DIRECTOR	1 00	X						0	0	0
ROSEMARIE LONGMIRE STATE DIRECTOR	1 00	X						0	0	0
SANDRA LORENZ STATE DIRECTOR	1 00	X						0	0	0
OLEVIA MARSTON STATE DIRECTOR	1 00	X						0	0	0
JERRY MARTIN STATE DIRECTOR	1 00	X						0	0	0
DEBBIE MATTESON STATE DIRECTOR	1 00	X						0	0	0
W KEOKI MCCARTHY STATE DIRECTOR	1 00	X						0	0	0
LINDA MCCLELLAN STATE DIRECTOR	1 00	X						0	0	0
MIKE MCDONALD STATE DIRECTOR	1 00	X						0	0	0
BATES MCKEE STATE DIRECTOR	1 00	X						0	0	0
PATTI BOYD STATE DIRECTOR	1 00	X						0	0	0
PENNY MCLAUGHLIN STATE DIRECTOR	1 00	X						0	0	0
RICHARD MENTI STATE DIRECTOR	1 00	X						0	0	0
BARBARA MESERVEY STATE DIRECTOR	1 00	X						0	0	0
GREGORY MOE STATE DIRECTOR	1 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KEVIN MULLIN STATE DIRECTOR	1 00	X						0	0	0
GARRETT NELSON STATE DIRECTOR	1 00	X						0	0	0
KEITH NELSON STATE DIRECTOR	1 00	X						0	0	0
KENNETH NELSON STATE DIRECTOR	1 00	X						0	0	0
LESLIE NEWMAN STATE DIRECTOR	1 00	X						0	0	0
CHRISTOPHER NYE STATE DIRECTOR	1 00	X						0	0	0
WILLIAM O'BRIEN STATE DIRECTOR	1 00	X						0	0	0
MELISSA OSTERDAHL STATE DIRECTOR	1 00	X						0	0	0
JERRY PAINE STATE DIRECTOR	1 00	X						0	0	0
JOAN PARKER STATE DIRECTOR	1 00	X						0	0	0
PETER PATERNO STATE DIRECTOR	1 00	X						0	0	0
PATRICK PIERONI STATE DIRECTOR	1 00	X						0	0	0
RICHARD PILLING STATE DIRECTOR	1 00	X						0	0	0
JOE PITZER STATE DIRECTOR	1 00	X						0	0	0
KEN POLETSKI STATE DIRECTOR	1 00	X						0	0	0
JOAN PROBALA STATE DIRECTOR	1 00	X						0	0	0
WOLFGANG PULS STATE DIRECTOR	1 00	X						0	0	0
BEVERLY READ STATE DIRECTOR	1 00	X						0	0	0
DOROTHY REINCKE STATE DIRECTOR	1 00	X						0	0	0
RANDY REYNOLDS STATE DIRECTOR	1 00	X						0	0	0
MARC RICH STATE DIRECTOR	1 00	X						0	0	0
DEBORAH RIPPETEAU STATE DIRECTOR	1 00	X						0	0	0
JERRY RIPPETEAU STATE DIRECTOR	1 00	X						0	0	0
MARK ROCKWELL STATE DIRECTOR	1 00	X						0	0	0
KARIE ROLEN STATE DIRECTOR	1 00	X						0	0	0

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ISABEL ROOS STATE DIRECTOR	1 00	X						0	0	0
ANGELA SAINSBURY STATE DIRECTOR	1 00	X						0	0	0
JAMES SANDS STATE DIRECTOR	1 00	X						0	0	0
VALERIE SCHINDLER STATE DIRECTOR	1 00	X						0	0	0
RICHARD SCHUTTE STATE DIRECTOR	1 00	X						0	0	0
DAVID SMITH STATE DIRECTOR	1 00	X						0	0	0
TERRY SMITH STATE DIRECTOR	1 00	X						0	0	0
CRAIG SOEHREN STATE DIRECTOR	1 00	X						0	0	0
JON SOINE STATE DIRECTOR	1 00	X						0	0	0
RAY SPOONER STATE DIRECTOR	1 00	X						0	0	0
LESLYE STEWART STATE DIRECTOR	1 00	X						0	0	0
BARBARA ANN STIER STATE DIRECTOR	1 00	X						0	0	0
CATHY STRICKLAND STATE DIRECTOR	1 00	X						0	0	0
RONI STRUPAT STATE DIRECTOR	1 00	X						0	0	0
BRENT TAYLOR STATE DIRECTOR	1 00	X						0	0	0
REBECCA TAYLOR STATE DIRECTOR	1 00	X						0	0	0
DAVID THELIN STATE DIRECTOR	1 00	X						0	0	0
VALERIE TINNEY STATE DIRECTOR	1 00	X						0	0	0
JANE TOBIN STATE DIRECTOR	1 00	X						0	0	0
VERN VEYSEY STATE DIRECTOR	1 00	X						0	0	0
ALICE VILLASENOR STATE DIRECTOR	1 00	X						0	0	0
MONICA WALLACE STATE DIRECTOR	1 00	X						0	0	0
MICHAEL WALLIN STATE DIRECTOR	1 00	X						0	0	0
GEORGIA WALL STATE DIRECTOR	1 00	X						0	0	0
VIRGIL WELLS STATE DIRECTOR	1 00	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LYNN WILLIAMS STATE DIRECTOR	1 00	X						0	0	0
MARGO WILLIS STATE DIRECTOR	1 00	X						0	0	0
NANETTE WIMMERS STATE DIRECTOR	1 00	X						0	0	0
TERRY WOLLAM STATE DIRECTOR	1 00	X						0	0	0
RON WORTHAM STATE DIRECTOR	1 00	X						0	0	0
DONNA WRIGHT STATE DIRECTOR	1 00	X						0	0	0
TONIA DEBEAUX TREASURER	1 00	X		X				0	0	0
CHERYL O'BRIEN TREASURER-ELECT	1 00	X		X				0	0	0
DONALD ELLIOTT VP ASSOC OPERATION	1 00	X		X				0	0	0
DENNIS BROWN VP BUSINESS PRACT	1 00	X		X				0	0	0
SHARON ADAMS VP EDUCATION	1 00	X		X				0	0	0
MICHAEL SCHOONOVER VP GOV'T AFFAIRS	1 00	X		X				4,970	0	0
KAREN SCHWEINFURTH VP INFORM SYSTEMS	1 00	X		X				0	0	0
RANDY HUNZEKER VP-ELECT ASSN OPERAT	1 00	X		X				0	0	0
KATHRYN CROSS REECE VP-ELECT BUS PRACT	1 00	X		X				0	0	0
JOHN EISSINGER VP-ELECT EDUCATION	1 00	X		X				1,050	0	0
GLEN CLARK VP-ELECT GOVT AFFAIR	1 00	X		X				0	0	0
BRUCE MCKINNON VP-ELECT INFO SYSTEM	1 00	X		X				0	0	0
GARY HUNTER WA STATE CCIM	1 00	X						0	0	0
MARIE BARTH WCR	1 00	X						0	0	0
CHASTEN FULBRIGHT WEST WA IREM	1 00	X						0	0	0
VALERIE SCHINDLER ALTERNATE	1 00	X						0	0	0
STEVE FRANCKS CHIEF EXECUTIVE OFFICER	37 50			X				225,000	0	28,507
GREG WELCH CONTROLLER	37 50			X				78,169	0	13,733