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OMB No 1545-1150

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

► Sponsoring organizations of donor advised funds, organizations that operate one or more hospital facilities, and certain controlling organizations as defined in section 512(b)(13) must file Form 990 (see instructions)

All other organizations with gross receipts less than \$200,000 and total assets less than \$500,000 at the end of the year may use this form

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

## Open to Public Inspection

|                                         |                |
|-----------------------------------------|----------------|
| <b>D Employer identification number</b> | 91-0911631     |
| <b>E Telephone number</b>               | (509) 534-9144 |
| <b>F Group Exemption Number</b>         |                |

**J Tax-exempt status** (check only one)— ☐ 501(c)(3) ☒ 501(c)(5) ☐ (insert no.) ☐ 4947(a)(1) or ☐ 527

**L** Add lines 5b, 6c, and 7b, to line 9 to determine gross receipts. If gross receipts are \$200,000 or more, or if total assets (Part II, line 25, column (B) below) are \$500,000 or more, file Form 990 instead of Form 990-EZ. ▶ \$ 116,316

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

Form **990-EZ** (2012)

Part II

Balance Sheets

(see the instructions for Part II)

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

|                                                                                          | (A) Beginning of year |    | (B) End of year |
|------------------------------------------------------------------------------------------|-----------------------|----|-----------------|
| 22 Cash, savings, and investments . . . . .                                              | 62,054                | 22 | 51,713          |
| 23 Land and buildings . . . . .                                                          | 11,700                | 23 | 11,700          |
| 24 Other assets (describe in Schedule O) . . . . .                                       |                       | 24 |                 |
| 25 Total assets . . . . .                                                                | 73,754                | 25 | 63,413          |
| 26 Total liabilities (describe in Schedule O) . . . . .                                  | 525                   | 26 |                 |
| 27 Net assets or fund balances (line 27 of column (B) must agree with line 21) . . . . . | 73,229                | 27 | 63,413          |

Part III

Statement of Program Service Accomplishments

(see the instructions for Part III)

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

What is the organization's primary exempt purpose?  
EDUCATION AND PROMOTION OF MEMBERS' EMPLOYMENT INTERESTS

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title

28 CONVENTION - EDUCATION AND LEGISLATIVE SEMINARS ATTENDED BY REPRESENTATIVES OF ORGANIZATION  
(Grants \$ ) If this amount includes foreign grants, check here

28a

29 EDUCATIONAL PROGRAMS - SHOP STEWARD COLLEGE, SEMINARS AND RAP SESSIONS AVAILABLE TO ALL MEMBERS  
(Grants \$ ) If this amount includes foreign grants, check here

29a

30 NEWSLETTER - CONTRACTUAL RIGHTS, LEGISLATIVE AGENDA AND CHANGES IN ORGANIZATION COMMUNICATED TO ALL MEMBERS  
(Grants \$ ) If this amount includes foreign grants, check here

30a

31 Other program services (describe in Schedule O )  
(Grants \$ ) If this amount includes foreign grants, check here

31a

32 Total program service expenses (add lines 28a through 31a)

32

Part IV

List of Officers, Directors, Trustees, and Key Employees

List each one even if not compensated (see the instructions for Part IV)

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

| (a) Name and title        | (b) Average hours per week devoted to position | (c)Reportable compensation (Forms W-2/1099-MISC) (if not paid, enter -0-) | (d) Health benefits, contributions to employee benefit plans, and deferred compensation | (e) Estimated amount of other compensation |
|---------------------------|------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------|
| See Additional Data Table |                                                |                                                                           |                                                                                         |                                            |
|                           |                                                |                                                                           |                                                                                         |                                            |
|                           |                                                |                                                                           |                                                                                         |                                            |
|                           |                                                |                                                                           |                                                                                         |                                            |

Form 990-EZ (2012)

Part V

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

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                  |     |    |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                  | Yes | No |
| 33  | Did the organization engage in any significant activity not previously reported to the IRS? If "Yes," provide a detailed description of each activity in Schedule O                                                                                                                                                                                                                                                              | 33  | No |
| 34  | Were any significant changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the amended documents if they reflect a change to the organization's name. Otherwise, explain the change on Schedule O (see instructions)                                                                                                                                                                       | 34  | No |
| 35a | Did the organization have unrelated business gross income of \$1,000 or more during the year from business activities (such as those reported on lines 2, 6a, and 7a, among others)?                                                                                                                                                                                                                                             | 35a | No |
| b   | If "Yes," to line 35a, has the organization filed a Form 990-T for the year? If "No," provide an explanation in Schedule O                                                                                                                                                                                                                                                                                                       | 35b |    |
| c   | Was the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization subject to section 6033(e) notice, reporting, and proxy tax requirements during the year? If "Yes," complete Schedule C, Part III                                                                                                                                                                                                                 | 35c | No |
| 36  | Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N                                                                                                                                                                                                                                                | 36  | No |
| 37a | Enter amount of political expenditures, direct or indirect, as described in the instructions                                                                                                                                                                                                                                                                                                                                     | 37a |    |
| b   | Did the organization file Form 1120-POL for this year?                                                                                                                                                                                                                                                                                                                                                                           | 37b | No |
| 38a | Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the tax year covered by this return?                                                                                                                                                                                                     | 38a | No |
| b   | If "Yes," complete Schedule L, Part II and enter the total amount involved                                                                                                                                                                                                                                                                                                                                                       | 38b |    |
| 39  | Section 501(c)(7) organizations Enter                                                                                                                                                                                                                                                                                                                                                                                            |     |    |
| a   | Initiation fees and capital contributions included on line 9                                                                                                                                                                                                                                                                                                                                                                     | 39a |    |
| b   | Gross receipts, included on line 9, for public use of club facilities                                                                                                                                                                                                                                                                                                                                                            | 39b |    |
| 40a | Section 501(c)(3) organizations Enter amount of tax imposed on the organization during the year under section 4911, section 4912, section 4955                                                                                                                                                                                                                                                                                   |     |    |
| b   | Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in any section 4958 excess benefit transaction during the year, or did it engage in an excess benefit transaction in a prior year that has not been reported on any of its prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I                                                                                                            | 40b |    |
| c   | Section 501(c)(3) and 501(c)(4) organizations Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958                                                                                                                                                                                                                                                   |     |    |
| d   | Section 501(c)(3) and 501(c)(4) organizations Enter amount of tax on line 40c reimbursed by the organization                                                                                                                                                                                                                                                                                                                     |     |    |
| e   | All organizations At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T                                                                                                                                                                                                                                                                          | 40e | No |
| 41  | List the states with which a copy of this return is filed                                                                                                                                                                                                                                                                                                                                                                        |     |    |
| 42a | The organization's books are in care of WILLIAM BAUDER Telephone no (509) 990-5245<br>Located at 2903 E MISSION AVE SPOKANE, WA ZIP + 4 992023624                                                                                                                                                                                                                                                                                |     |    |
| b   | At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)?<br>If "Yes," enter the name of the foreign country<br>See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts. | 42b | No |
| c   | At any time during the calendar year, did the organization maintain an office outside the U S ?<br>If "Yes," enter the name of the foreign country                                                                                                                                                                                                                                                                               | 42c | No |
| 43  | Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041—Check here and enter the amount of tax-exempt interest received or accrued during the tax year                                                                                                                                                                                                                                            | 43  |    |
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                  | Yes | No |
| 44a | Did the organization maintain any donor advised funds during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ                                                                                                                                                                                                                                                                                               | 44a | No |
| b   | Did the organization operate one or more hospital facilities during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ                                                                                                                                                                                                                                                                                        | 44b | No |
| c   | Did the organization receive any payments for indoor tanning services during the year?                                                                                                                                                                                                                                                                                                                                           | 44c | No |
| d   | If "Yes," to line 44c, has the organization filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O                                                                                                                                                                                                                                                                                             | 44d |    |
| 45a | Did the organization have a controlled entity within the meaning of section 512(b)(13)?                                                                                                                                                                                                                                                                                                                                          | 45a | No |
| 45b | Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," Form 990 and Schedule R may need to be completed instead of Form 990-EZ (see instructions)                                                                                                                                                                               | 45b | No |

|    |                                                                                                                                                                                                      |     |    |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|
|    |                                                                                                                                                                                                      | Yes | No |
| 46 | Did the organization engage, directly or indirectly, in political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I . . . . . |     | No |

Part VI

Section 501(c)(3) organizations only

All section 501(c)(3) organizations must answer questions 47-49b and 52, and complete the tables for lines 50 and 51

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

|     |                                                                                                                                                                      |     |    |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|
|     |                                                                                                                                                                      | Yes | No |
| 47  | 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 . . . . . |     |    |
| 48  | Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E . . . . .                                                       |     |    |
| 49a | Did the organization make any transfers to an exempt non-charitable related organization? . . . . .                                                                  |     |    |
| 49b | If "Yes," was the related organization a section 527 organization? . . . . .                                                                                         |     |    |

| 50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None " |                                                |                                                   |                                                                                         |                                            |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|---------------------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------|
| (a) Name and title of each employee paid more than \$100,000                                                                                                                                                                                               | (b) Average hours per week devoted to position | (c) Reportable compensation (Forms W-2/1099-MISC) | (d) Health benefits, contributions to employee benefit plans, and deferred compensation | (e) Estimated amount of other compensation |
|                                                                                                                                                                                                                                                            |                                                |                                                   |                                                                                         |                                            |
|                                                                                                                                                                                                                                                            |                                                |                                                   |                                                                                         |                                            |
|                                                                                                                                                                                                                                                            |                                                |                                                   |                                                                                         |                                            |
|                                                                                                                                                                                                                                                            |                                                |                                                   |                                                                                         |                                            |
|                                                                                                                                                                                                                                                            |                                                |                                                   |                                                                                         |                                            |
|                                                                                                                                                                                                                                                            |                                                |                                                   |                                                                                         |                                            |

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

| 51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None " |                     |                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|------------------|
| (a) Name and address of each independent contractor paid more than \$100,000                                                                                                                                | (b) Type of service | (c) Compensation |
|                                                                                                                                                                                                             |                     |                  |
|                                                                                                                                                                                                             |                     |                  |
|                                                                                                                                                                                                             |                     |                  |
|                                                                                                                                                                                                             |                     |                  |
|                                                                                                                                                                                                             |                     |                  |
|                                                                                                                                                                                                             |                     |                  |

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

|    |                                                                                                                                                                                    |                                                          |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| 52 | Did the organization complete Schedule A? <b>NOTE:</b> All Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A . . . . . | <input type="checkbox"/> Yes <input type="checkbox"/> No |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|

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              | *****<br>Signature of officer                                           |                                      | 2013-06-24<br>Date |                                                 |      |
|                        | WILLIAM BAUDER SECRETARY<br>Type or print name and title                |                                      |                    |                                                 |      |
| Paid Preparer Use Only | Print/Type preparer's name                                              | Preparer's signature<br>JOHN A KUDER | Date<br>2013-06-24 | Check <input type="checkbox"/> if self-employed | PTIN |
|                        | Firm's name ▶ STERLING KUDER & COMPANY PS                               |                                      |                    | Firm's EIN ▶                                    |      |
|                        | Firm's address ▶ 7525 SE 24TH ST STE 110<br>MERCER ISLAND, WA 980402339 |                                      |                    | Phone no (206) 275-4228                         |      |

|                                                                                           |                                                                     |
|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| May the IRS discuss this return with the preparer shown above? See instructions . . . . . | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------|

## Additional Data

**Software ID:**  
**Software Version:**

**EIN:** 91-0911631

**Name:** NATIONAL ASSOCIATION OF LETTER  
 CARRIERS BRANCH 442

### Form 990EZ, Part IV - List of Officers, Directors, Trustees, and Key Employees

| (a) Name and title                                                                                               | (b) Average hours per week devoted to position | (c) Reportable compensation (Forms W-2/1099-MISC) (if not paid, enter -0-) | (d) Health benefits, contributions to employee benefit plans, and deferred compensation | (e) Estimated amount of other compensation |
|------------------------------------------------------------------------------------------------------------------|------------------------------------------------|----------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------|
| WILLIAM BAUDER <br>SECRETARY/TR | 15 00                                          | 8,489                                                                      |                                                                                         |                                            |
| CHRIS WARREN <br>HEALTH BENEF   | 2 00                                           | 612                                                                        |                                                                                         |                                            |
| STEVEN SCHULTZ <br>MBA REP      | 2 00                                           | 745                                                                        |                                                                                         |                                            |
| LOREN MORGAN <br>TRUSTEE        | 2 00                                           | 200                                                                        |                                                                                         |                                            |
| STEVE THRIFT <br>VICE PRESIDE   | 7 00                                           | 3,763                                                                      |                                                                                         |                                            |
| ERIC PARDICK <br>PRESIDENT/ST   | 10 00                                          | 6,645                                                                      |                                                                                         |                                            |
| MICHEAL POFF <br>RECORDING SE | 2 00                                           | 300                                                                        |                                                                                         |                                            |
| KEVIN MOONEY <br>TRUSTEE      | 2 00                                           | 204                                                                        |                                                                                         |                                            |
| HENRY WILLIS <br>TRUSTEE      | 2 00                                           | 0                                                                          |                                                                                         |                                            |
| THOMAS HART <br>DIRECTOR OF   | 2 00                                           | 0                                                                          |                                                                                         |                                            |
| TRACY PARDICK <br>SGT OF ARMS | 2 00                                           | 0                                                                          |                                                                                         |                                            |

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<br>NATIONAL ASSOCIATION OF LETTER<br>CARRIERS BRANCH 442 | Employer identification number<br><br>91-0911631 |
|-----------------------------------------------------------------------------------|--------------------------------------------------|

| Identifier        | Return Reference              | Explanation                                                                                                                                                                                                                                                                                       |
|-------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| OTHER REVENUE     | FORM 990-EZ, PART I, LINE 8   | REBATE 136 TOTAL 136                                                                                                                                                                                                                                                                              |
| OTHER EXPENSES    | FORM 990-EZ, PART I, LINE 16  | EXPENSES PUBLIC OFFICIALS TRAVEL/ENTERTAINMENT 4,767 CONFERENCES 40,165 MEETINGS 1,784 BUILDING INSURANCE 639 PER CAPITA TAXES 2,742 SUPPLIES 2,100 TELEPHONE 4,906 ADMINISTRATIVE 2,287 PROPERTY TAX 1,115 BOND EXPENSE 170 REPAIRS & MAINTENANCE 975 EXPENSE REIMBURSEMENTS 10,576 TOTAL 72,226 |
| OTHER ASSETS      | FORM 990-EZ, PART II, LINE 24 | COMPUTER EQUIPMENT 3,610 3,610 LESS ACCUMULATED DEPRECIATION 3,610 3,610 OFFICE EQUIPMENT 4,090 4,090 LESS ACCUMULATED DEPRECIATION 4,090 4,090 OFFICE EQUIPMENT 0 0 TOTAL 0 0                                                                                                                    |
| OTHER LIABILITIES | FORM 990-EZ, PART II, LINE 26 | ACCOUNTS PAYABLE AND ACCRUED EXPENSES 525 0                                                                                                                                                                                                                                                       |

**TY 2012 Compensation Explanation**

**Name:** NATIONAL ASSOCIATION OF LETTER  
CARRIERS BRANCH 442

**EIN:** 91-0911631

| Person Name    | Explanation |
|----------------|-------------|
| WILLIAM BAUDER |             |
| CHRIS WARREN   |             |
| STEVEN SCHULTZ |             |
| LOREN MORGAN   |             |
| STEVE THRIFT   |             |
| ERIC PARDICK   |             |
| MICHEAL POFF   |             |
| KEVIN MOONEY   |             |
| HENRY WILLIS   |             |
| THOMAS HART    |             |
| TRACY PARDICK  |             |