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DLN: 93493319100633

Return of Organization Exempt From Income Tax

OMB No 1545-0047

2012

Open to Public

Department of the Treasury

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

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OAKLAND, CA 94612

May the IRS discuss this return with the preparer shown above? (see instructions)

✓ Yes ☐ No

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Part	ш			rogram Se										
1	Briefly			contains a zation's mis	•	to any qu	lestion in	this Par	T 111 .	• • •				
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209,258 including grants of \$ 992,690 Total program service expenses ►

Other program services (Describe in Schedule O $\,)\,$

4d

5,325) (Revenue \$ 18,315)

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	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 😼	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		No
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If</i> "Yes," complete Schedule C, Part II	4		No
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		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? 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,	_		No
0	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II L Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"	7		
8	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^{\bullet}	9		Νo
LO	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If</i> "Yes," complete Schedule D, Part V	10	Yes	
l1	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			
а	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
С	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		Νo
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part $X^{f G}$	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		No
L2a	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
L3	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
L4a	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	Yes	
L 5	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	Yes	
L 6	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? <i>If</i> "Yes," complete Schedule F, Parts III and IV	16		No
L7	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	Yes	
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	Yes	
L9	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		

Par	t 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	Yes	
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	Yes	
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		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		No
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)			
а	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
С	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	Yes	
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Yes	
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? <i>If</i> "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		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? 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	
		F	orm 99 0	(2012)

Раг	Statements Regarding Other IRS Filings and Tax Compliance			_
	Check if Schedule O contains a response to any question in this Part V	•	 Yes	l No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0 - if not applicable 1a 6		103	140
	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b 0			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable	1		
	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			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	1		
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	2b	Yes	
	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		Νo
	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b		
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)?	4 a		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			
	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		Νo
C	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			
6-	Does the organization have applied gross receipts that are normally greater than \$100,000, and did the	5c 6a		No
	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?	ба		NO
D	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	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		No
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			NI =
	file Form 8282?	7c		Νo
a	If "Yes," indicate the number of Forms 8282 filed during the year	-		
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		Νo
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?		1	
_		8		
	Sponsoring organizations maintaining donor advised funds.			
	Did the organization make any taxable distributions under section 4966?	9a		
	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter Initiation fees and capital contributions included on Part VIII, line 12 10a			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	-		
L 1	Section 501(c)(12) organizations. Enter			
	Gross income from members or shareholders			
	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	•		
L2a	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			
L3	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	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			
С	Enter the amount of reserves on hand	Į		
l4a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		Νo
h	If "Yes " has it filed a Form 720 to report these payments? If "No " provide an explanation in Schedule 0	14h		

Section A. Governing Body and Management

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.

			Yes	No
1 a	Enter the number of voting members of the governing body at the end of the tax year			
	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			
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	Yes	
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	Yes	
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	5	Yes	
6	Did the organization have members or stockholders?	6		No
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		No
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		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
а	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
Se	ection B. Policies (This Section B requests information about policies not required by the Internal R	evenu	ıe Cod	e.)
Se	ection B. Policies (This Section B requests information about policies not required by the Internal R	evenu	ye Cod Yes	e.) No
	Did the organization have local chapters, branches, or affiliates?	evenu 10a		
10a				No
10a b	Did the organization have local chapters, branches, or affiliates?	10a		No
10a b 11a	Did the organization have local chapters, branches, or affiliates?	10a 10b		No No
10a b 11a b	Did the organization have local chapters, branches, or affiliates?	10a 10b		No No
10a b 11a b 12a b	Did the organization have local chapters, branches, or affiliates?	10a 10b	Yes	No No
10a b 11a b 12a b	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a	Yes	No No
10a b 11a b 12a b	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b	Yes	No No
10a b 11a b 12a b	Did the organization have local chapters, branches, or affiliates? 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? Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? Describe in Schedule O the process, if any, used by the organization to review this Form 990 Did the organization have a written conflict of interest policy? If "No," go to line 13 Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	10a 10b 11a 12a 12b 12c	Yes Yes Yes	No No
10a b 11a b 12a b	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13	Yes Yes Yes Yes Yes	No No
10a b 11a b 12a b c 13 14	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13	Yes Yes Yes Yes Yes	No No
10a b 11a b 12a b c	Did the organization have local chapters, branches, or affiliates? 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? Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? Describe in Schedule O the process, if any, used by the organization to review this Form 990 Did the organization have a written conflict of interest policy? If "No," go to line 13 Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done Did the organization have a written whistleblower policy? Did the organization have a written document retention and destruction policy? 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?	10a 10b 11a 12a 12b 12c 13	Yes Yes Yes Yes Yes Yes	No No
10a b 11a b 12a b c	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13 14	Yes Yes Yes Yes Yes Yes	No No
10a b 11a b 12a b c 13 14 15 a b	Did the organization have local chapters, branches, or affiliates? 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? Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? Describe in Schedule O the process, if any, used by the organization to review this Form 990 Did the organization have a written conflict of interest policy? If "No," go to line 13 Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done Did the organization have a written whistleblower policy? Did the organization have a written document retention and destruction policy? 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? The organization's CEO, Executive Director, or top management official Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	10a 10b 11a 12a 12b 12c 13 14	Yes Yes Yes Yes Yes Yes	No No
10a b 11a b 12a b c 13 14 15 a b	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13 14	Yes Yes Yes Yes Yes Yes	No No

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed►MD , CA
- 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)
- 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
- State the name, physical address, and telephone number of the person who possesses the books and records of the organization ►DAWN MANCUSO 4340 EAST WEST HIGHWAY NO 905 BETHESDA, MD (301) 202-3811

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

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

		Ι						(5)	4	(=)
(A) Name and Title	(B) A verage hours per week (list any hours for related organizations below dotted line)	more pers	than on is	one bot ecto	not box h ar or/tr	x, unless com n officer fi rustee) org		(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
			Փ							
(1) PAUL GROSS	12 00			.,						
CHAIR		X		Х				0	0	0
(2) RAYMOND MOSER	2 00	х		х				0	0	0
SENIOR VICE CHAIRMAN (3) BARRETT O'CONNER	2 00									
VICE CHAIR	2 00	×		х				0	0	0
(4) CRAIG BROWN	2 00									
TREASURER		X		Х				0	0	0
(5) DEBORAH PHILLIPS	2 00	T						_	_	
DIRECTOR		X						0	0	0
(6) MARVIN SUSSMAN	2 00	,,							0	
DIRECTOR		Х						0	0	0
(7) RALPH KISTLER	2 00	х						0	0	0
DIRECTOR								ŭ		
(8) DAVID BROWDY	2 00	l x						0	0	0
DIRECTOR										
(9) RUSSELL FUDGE	2 00	x						0	0	0
DIRECTOR (10) DEBBY BUFFA	2 00	-								
•	2 00	x						0	0	0
DIRECTOR (11) MIKE SCHWAB	2 00	-					_			
DIRECTOR	2 00	x						0	0	0
(12) MARION WALKER	2 00									
DIRECTOR		X						0	0	0
(13) JOHN KESTLE	2 00									
DIRECTOR		X						0	0	0
(14) JOHN LAWRENCE	2 00	,							0	
DIRECTOR		Х						0	0	0
(15) ASEEM CHANDRA	2 00	х						0	0	0
DIRECTOR		<u> </u>								
(16) RICK SMITH	2 00	×		x				0	0	0
INTERIM CEO/SECRETARY										
(17) RALPH KISTLER	2 00	×						0	0	0
DIRECTOR										
										Form 990 (2012)

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

(A) Name and Title	(B) A verage hours per week (list any hours	more pers	than on is	one bot	note boo	checl x, unle n office rustee	ss er	(D) Reportable compensation from the organization	compensati from relate organizatio	Reportable compensation from related organizations) ated of other sation the
	for related organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(W- 2/1099- MISC)	(W- 2/1099 MISC)	9 -	organiz and re organiz	lated
(18) DAWN MANCUSO	54 00			х				180,250		0		11,560
CEO								100,230		Ŭ		
1b Sub-Total		<u>.</u> .		<u> </u>		<u> </u>						
c Total from continuation sheets to Part	t VII, Section A		•	•								
d Total (add lines 1b and 1c) Total number of individuals (including to \$100,000 of reportable compensation)				ed al	bove	e) who	rec	180,250 eived more than		0		11,560
											Yes	No
3 Did the organization list any former off on line 1a? <i>If</i> "Yes," complete Schedule.							r hig	ghest compensate	d employee	3		No
4 For any individual listed on line 1a, is to organization and related organizations individual									om the	4	Yes	
5 Did any person listed on line 1a receiv services rendered to the organization?									ndıvıdual for • • •	5		No
Section B. Independent Contract	ors											
Complete this table for your five highest compensation from the organization Re	st compensated										tax year	
Name and	(A) pusiness address							Description	(B) on of services		(C Comper	
										\dashv		
2 Total number of independent contractors \$100,000 of compensation from the org		not lım	ıted	to th	nose	listed	lab	ove) who received	more than	\dashv		

Form 99								Page 9
Part V	/++1		o f Revenue ule O contains a respon	se to any question i	ın thıs Part VIII .			
				se to any question	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512,513,or 514
2 £	1a	Federated cam	paigns 1a					
ant	ь	Membership du	es 1b					
9 E	c	Fundraising eve	ents 1c	1,054,912				
Ē, Ā	d		zations 1d					
<u>≅</u>				12.425				
Si ji	е	Government grants	s (contributions) 1e	13,425				
er S	f	All other contribution similar amounts no	ons, gifts, grants, and 1f ot included above	1,179,193				
를 돌	g	Noncash contribute	ons included in lines	135,879				
Contributions, Giffs, Grants and Other Similar Amounts	h	Total. Add lines	s 1a-1f		2,247,530			
				Business Code				
E	2a	CONFERENCE FEES	S	541900	76,921	76,921		
9. 9.	ь				,	,.		
or Œ	c	-						
¥.	d							
38	e							
Ē	f	All other progra	am service revenue					
Program Service Revenue	'	All other progra	ani service revenue					
	g		s 2a – 2f		76,921			
	3		ome (including dividend ar amounts)		13,640			13,640
	4		stment of tax-exempt bond p					
	5	Royalties		🕨				
			(ı) Real	(II) Personal				
	6a	Gross rents						
	ь	Less rental expenses						
	c	Rental income						
	d	or (loss) Net rental incoi	Ll me or (loss)					
	-		(i) Securities	(II) Other				
	7a	Gross amount		(,				
		from sales of assets other	132,012					
	ь	than inventory Less cost or						
	້	other basis and sales expenses	134,878					
	c	Gain or (loss)	-2,866					
	d	Net gain or (los	ss)		-2,866			-2,866
_	8a	Gross income f	=					
ĭ.		events (not inc \$ 1,054						
Other Revenue		of contributions	reported on line 1c)					
æ		See Part IV, lin	ne 18 a l					
<u>ā</u>	Ь	Loss direct ov	penses b	0				
₹	ر ا		(loss) from fundraising e	138,903 events .	-138,903			-138,903
			rom gaming activities					
		See Part IV, lin	ne 19					
			a					
	b		penses b (loss) from gaming activ	utios				
	10a	Gross sales of		ities				
		returns and allo						
			a	16,647				
			oods sold b	4,965				
	c		(loss) from sales of inve		11,682	11,682		
		Miscellaneous		Business Code	F 040	E 040		
		OTHER INCOM	_	900099	5,949	5,949		
	b	DISPOSALOF	FIXED ASSET	900099	-82	-82		
	C .	A.II						
	d	All other reven	L					
	е	Total. Add lines		🟲	5,867			
	12	Total revenue.	See Instructions	· · · •	2,213,871	94,470	(-128,129

	Statement of Eunstianal Evnances				Page 10
	Statement of Functional Expenses on 501(c)(3) and 501(c)(4) organizations must complete all columns All	other organizat	ions must comi	olete column (A)	
	Check if Schedule O contains a response to any question in this Pa				
Do no	ot include amounts reported on lines 6b,	(A)	(B)	(C)	(D)
7b, 8 l	o, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to governments and organizations in the United States See Part IV, line 21	97,101	97,101		
2	Grants and other assistance to individuals in the United States See Part IV, line 22	14,021	14,021		
3	Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16	14,021	14,021		
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	191,810	59,195	88,534	44,081
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	507,246	281,806	142,994	82,446
8	Pension plan accruals and contributions (include section $401(k)$ and $403(b)$ employer contributions)				
9	Other employee benefits	70,438	32,095	29,599	8,744
10	Payroll taxes	51,373	25,994	16,562	8,817
11	Fees for services (non-employees)				
а	Management				
b	Legal	3,550		3,550	
c	Accounting	27,879		27,879	
d	Lobbying				
e	Professional fundraising services See Part IV, line 17	31,200			31,200
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)	156,140	68,817	29,002	58,321
12	Advertising and promotion	295	· '		
13	Office expenses	265,375		60,435	146,945
14	Information technology	35,108		27,871	6,860
15	Royalties	<u> </u>		,	·
16	Occupancy	64,927	11,635	44,694	8,598
17	Travel	146,642	<u>'</u>	35,640	44,725
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				·
19	Conferences, conventions, and meetings	3,025	3,025		
20	Interest	1,007		1,007	
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	9,631		9,631	
23	Insurance	4,078		4,078	
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)				
а	FOOD, MEALS & CATERING	125,542	122,303	3,028	211
b	MISCELLANEOUS EXPENSES	27,814	442	26,829	543
c	EMPLOYEE EDUCATION	4,300	0	4,300	0
d	SHARED COST ALLOCATION	0	151,312	-233,022	81,710
e	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	1,838,502	992,690	322,611	523,201
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

1 Cash—non-interest-bearing Beginning of year End of year End of year	Par	τX	Check if Schedule O contains a response to any question in this F	art X				
2 Savings and temporary cash investments 208,000 2						(A)		·
3 Pledges and grants receivable, net 215,000 3 76		1	Cash—non-interest-bearing			295,750	1	1,132,500
4 Accounts receivable, net 5 Lones and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L 6 Loans and other receivables from other disqualified persons (as defined under section 4958(r/1)), persons described in section 4958(r/1)), persons described in section 4958(r/1)), persons described in section 4958(r/1)), and contributing employees and sponsoring organizations of seathon 501 (r/10) voluntary employees beneficiary organizations (sea metructions) Complete Part II of Schedule L 7 Notes and loans receivable, net 8 Inventiories for sale or use 9 Prepaid expenses and deferred charges 1009 Lond, buildings, and equipment cost or other basis Complete 9 Prepaid expenses and deferred charges 1109 Lond, buildings, and equipment cost or other basis Complete 111 Investments—publicly traded securities 112 Investments—propriam=related See Part IV, line 11 113 Investments—propriam=related See Part IV, line 11 114 Intangble assets 115 Other assets See Part IV, line 11 115 Total assets. Add lines 1 through 15 (must equal line 34) 116 Total assets. Add lines 1 through 15 (must equal line 34) 117 Accounts payable and accrued expenses 117 Aground in abilities 118 Grants payable so to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part IV of Schedule D 121 Lones and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part IV of Schedule D 120 Tax—exempt bond liabilities 170 Accounts payable and income tax, payables to related third parties, and other inabilities income tax, payables to related third parties 100 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part IV of Schedule L 122 Loans and other payables to current and former officers,		2	Savings and temporary cash investments			284,809	2	
10		3	Pledges and grants receivable, net			215,000	3	76,500
Employees, and highest compensated employees Complete Part II of		4				1,544	4	38,834
Section 4958 (2)(1)), persons described in section 4958 (2)(3)(8), and contributing employers and sponsoring organizations of section 4958 (2)(3)(8), and contributing employers and sponsoring organizations of section 4958 (2)(3)(8), and contributing employers baneficiarly organizations (see instructions) Complete Part II of Schedule L 7		5	employees, and highest compensated employees Complete Part	: II of			-	
9 Prepaid expenses and deferred charges	ste	6	section $4958(f)(1)$), persons described in section $4958(c)(3)(B)$ employers and sponsoring organizations of section $501(c)(9)$ vo), and o luntary	contributing employees'			
9 Prepaid expenses and deferred charges	82	7	Notes and loans receivable net					
9 Prepaid expenses and deferred charges 10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D 11 Investments—publicly traded securities 12 Investments—publicly traded securities 13 Investments—publicly traded securities 14 Investments—publicly traded securities 15 Investments—publicly traded securities 16 Investments—program-related See Part IV, line 11 17 Investments—program-related See Part IV, line 11 18 Intangible assets 19 Integrated See Part IV, line 11 19 Other assets See Part IV, line 11 10 Total assets. Add lines 11 through 15 (must equal line 34) 10 Deferred revenue 11 Deferred revenue 12 Loans and other payable and accrued expenses 12 Loans and other payables to current and former officers, directors, trustees, key employees, linghest compensated employees, and disqualified persons Complete Part II of Schedule L 22 Loans and other payable to unrelated third parties 23 Secured mortgages and notes payable to unrelated third parties 24 Unsecured notes and loans payable to unrelated third parties 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 25 Other liabilities. Add lines 17 through 25 26 Total liabilities. Add lines 17 through 25 27 Unrestricted net assets 28 Organizations that follow SFAS 117 (ASC 958), check here ► and complete lines 27 through 29, and lines 33 and 34. 29 Permanently restricted net assets Organizations that do not follow SFAS 117 (ASC 958), check here ► and complete lines 27 through 29, and lines 33 and 34. 30 Capital stock or trust principal, or current funds 31 Pad-in or capital surplus, or land, building or equipment fund 32 Secured mortgages and solution and the principal, or current funds 33 Total net assets or fund balances 10 Total net assets or f	ď					10 680		16,525
10a		-				, ,		12,760
b Less accumulated depreciation 10b 25,906 28,498 10c 55, 11 1 11 11 11 12 11 11		-	Land, buildings, and equipment cost or other basis Complete			,		
12 Investments—other securities See Part IV, line 11 13 13 14 14 Intengible assets 14 15 15 16 15 16 16 15 16 16		ь	Less accumulated depreciation	10b	25,906	28,498	10c	52,617
12		11	Investments—publicly traded securities			348,019	11	312,216
13 Investments—program-related See Part IV, line 11 13 14 Intangible assets 14 15 Other assets See Part IV, line 11 5,006 15 16 165 165 165 166 1,855 17 17 17 18 18 18 19 19 19 19 19		12				12		
14		13	·			13		
15		14				14	-	
16 Total assets. Add lines 1 through 15 (must equal line 34)		15			5,006	15	10,109	
17 Accounts payable and accrued expenses		16		1,215,491	16	1,652,061		
18 Grants payable		17				121,773	17	99,677
Deferred revenue		18					18	
20 Tax-exempt bond liabilities		19					19	
21 Escrow or custodial account liability Complete Part IV of Schedule D		20					20	
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			•				21	
24 Unsecured notes and loans payable to unrelated third parties 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	- A1		Loans and other payables to current and former officers, director	s, trus				
24 Unsecured notes and loans payable to unrelated third parties 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	ge		persons Complete Part II of Schedule L				22	
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	=	23	Secured mortgages and notes payable to unrelated third parties				23	
and other liabilities not included on lines 17-24) Complete Part X of Schedule D		24	Unsecured notes and loans payable to unrelated third parties .				24	
Total liabilities. Add lines 17 through 25		25	and other liabilities not included on lines 17-24) Complete Part	X of S	chedule	24 222	-	04.000
Organizations that follow SFAS 117 (ASC 958), check here ▶ ✓ and complete lines 27 through 29, and lines 33 and 34. 27 Unrestricted net assets						· · · · · · · · · · · · · · · · · · ·		94,930
complete lines 30 through 34. 30 Capital stock or trust principal, or current funds		26	Organizations that follow SFAS 117 (ASC 958), check here ▶ ▽			143,093	26	194,607
Complete lines 30 through 34. 30 Capital stock or trust principal, or current funds	μÇ		- ,			762 007		900,005
Complete lines 30 through 34. 30 Capital stock or trust principal, or current funds	<u>ದ</u>				•	· · · · · · · · · · · · · · · · · · ·		476,331
complete lines 30 through 34. 30 Capital stock or trust principal, or current funds	ă				•	· · · · · · · · · · · · · · · · · · ·		81,118
complete lines 30 through 34. 30 Capital stock or trust principal, or current funds	Ĭ	29				80,818	29	81,118
30 Capital stock or trust principal, or current funds	or FL			e ►	and			
33 Total net assets or fund balances		30	Capital stock or trust principal, or current funds				30	
33 Total net assets or fund balances	Š	31	Paid-in or capital surplus, or land, building or equipment fund .				31	
33 Total net assets or fund balances 1,072,396 33 1,457 34 Total liabilities and net assets/fund balances 1,215,491 34 1,662		32					32	
34 Total liabilities and net assets/fund balances	₹	33	Total net assets or fund balances		•	1,072,396	33	1,457,454
		34	Total liabilities and net assets/fund balances		•	1,215,491		1,652,061

Par	t XI Reconcilliation of Net Assets				
	Check if Schedule O contains a response to any question in this Part XI				<u></u>
1	Total revenue (must equal Part VIII, column (A), line 12)	1		2,2	213,871
2	Total expenses (must equal Part IX, column (A), line 25)	2		1,8	338,502
3	Revenue less expenses Subtract line 2 from line 1	3		3	375,369
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		1,0	72,396
5	Net unrealized gains (losses) on investments	5			9,689
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		1,4	157,454
Par	t XII Financial Statements and Reporting				
	Check if Schedule O contains a response to any question in this Part XII				. Г
				Yes	No
1	Accounting method used to prepare the Form 990				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or review a separate basis, consolidated basis, or both	wed on			
	▼ 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 sepa basis, consolidated basis, or both	rate			
	▼ Separate basis				
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversigh audit, review, or compilation of its financial statements and selection of an independent accountant?	t of the	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain it Schedule O	n			
3 a	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?	e	За		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the raudit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	equired	3b		

efile GRAPHIC print - DO NOT PROCESS

As Filed Data -

DLN: 93493319100633

OMB No 1545-0047

Employer identification number

SCHEDULE A

(Form 990 or 990EZ)

Name of the organization

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

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

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

Open to Public Inspection

HYDRO	CEPH	ALIS ASSO	CIATION											
									94-30003					
	tΙ			blic Charity Sta						nstructions				
The o	rganı —		•	e foundation becaus	•			•	•					
1	Г	A chur	ch, conventi	on of churches, or a	ssociation of	fchurches d	escribed in s e	ection 170((b)(1)(A)(i).					
2	Γ	A scho	ol described	in section 170(b)(1	l)(A)(ii). (At	tach Schedu	ule E)							
3	Γ	A hosp	ital or a coo	perative hospital se	rvice organiz	zation descri	ıbed ın sectio	n 170(b)(1	.)(A)(iii).					
4	Γ	A medi	cal researcl	n organization opera	ted ın conjun	ction with a	hospital des	cribed in se	ction 170(b)(1)(A)(iii). E	Enter the			
	_			ty, and state										
5		_	-	erated for the benefi	_	or universi	ty owned or o	perated by	a government	tal unit desc	cribed in			
		sect ior	170(b)(1)(A)(iv). (Complete P	art II)									
6	Г	A feder	al, state, or	local government o	government	tal unit desc	rıbed ın secti	on 170(b)(1)(A)(v).					
7	✓			at normally receives			support from	a governm	ental unit or f	rom the gen	eral public			
_	_			n 170(b)(1)(A)(vi).										
8	-		-	described in section			•	-			i			
9	ı			at normally receives										
		•		ities related to its e	•	-			• •					
				oss investment inco						tax) from bu	ısınesses			
	_			janization after June										
10	<u> </u>	_	^	ganized and operated			•							
11	1							it of, to perform the functions of, or to carry out the purposes of						
			•				ion 509(a)(1) or section 509(a)(2) See section 509(a)(3). Check complete lines 11e through 11h							
				b Type II c						on-functiona	ally integrate	d		
e	Г			ox, I certify that the										
	·	•	_	on managers and ot	_					•	•			
_			n 509(a)(2)											
f				received a written d	etermination	from the IR	S that it is a	Type I, Typ	pe II, or Type	III support	ıng organızat	ion,		
g			this box	2006, has the organ	ization accer	ated any dift	or contributi	on from any	, of the			,		
9			ng persons?	1000, has the organ	izacion accep	occu any gne	or contributi	on nom any	, or the					
		(i) A p	erson who d	rectly or indirectly o	ontrols, eith	er alone or t	ogether with	persons de	escribed in (ii)	1	Yes N	No.		
		and (111) below, the	governing body of th	e supported	organization	٦?			11g	ı(i)			
		(ii) A f	amıly memb	er of a person descr	ıbed ın (ı) ab	ove?				11g	(ii)			
		(iii) A	35% contro	lled entity of a perso	n described	ın (ı) or (ıı) a	above?			11g	(iii)			
h		Provide	e the followi	ng information about	the supporte	ed organizat	ion(s)							
(i) Nan	ne of	(ii) EIN	(iii) Type of	(iv) Is	the	(v) Did you	ı notıfy	(vi) Is	the	(vii) A mou	ınt of		
	uppo			organization	organizati		the organi		organizat		1	monetary		
or	ganiz	ation		(described on	col (i) lis		ın col (i) d		col (i) org		suppor	t		
			lines 1- 9 above your governing sup or IRC section document?		suppor	(1	In the o	5 '						
				(see	ascame									
				instructions))	Yes	No	Yes	No	Yes	No	1			
					163	140	162	140	1 65	140				
									-		-			
									1					

Schedule A (Form 990 or 990-EZ) 2012 Page 2 Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi) (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.) Section A. Public Support Calendar year (or fiscal year beginning (a) 2008 **(b)** 2009 (c) 2010 (d) 2011 (e) 2012 (f) Total in) 🟲 1 Gifts, grants, contributions, and membership fees received (Do not 1,220,164 1,701,538 1,786,923 1,689,904 2,247,530 8,646,059 include any "unusual grants ") 2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf 3 The value of services or facilities furnished by a governmental unit to the organization without charge 1,220,164 1,701,538 1,786,923 1,689,904 2,247,530 8,646,059 Total. Add lines 1 through 3 The portion of total contributions by each person (other than a governmental unit or publicly 1,476,708 supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column Public support. Subtract line 5 from 7,169,351 line 4 Section B. Total Support Calendar year (or fiscal year (a) 2008 (c) 2010 (f) Total **(b)** 2009 (d) 2011 **(e)** 2012 beginning in) 🟲 1,220,164 1,701,538 1,786,923 1,689,904 2,247,530 8,646,059 Amounts from line 4 Gross income from interest, dividends, payments received on 11,068 7,012 17,679 11,892 securities loans, rents, royalties 13,640 61,291 and income from similar sources Net income from unrelated business activities, whether or not the business is regularly carried on 10 Other income Do not include gain or loss from the sale of 2,773 4,780 3,225 5,867 16,645 capital assets (Explain in Part IV) Total support (Add lines 7 11 8,723,995 through 10) Gross receipts from related activities, etc (see instructions) 12 12 270,383 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check 13 Section C. Computation of Public Support Percentage 14 Public support percentage for 2012 (line 6, column (f) divided by line 11, column (f)) 14 82 180 % 15 Public support percentage for 2011 Schedule A, Part II, line 14 15 81 560 % 33 1/3% support test—2012. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box 16a b 17a

	33 1/3 % support test—2012. If the organization did not check the box on line 13, and the 14 is 33 1/3 % or more, check this box	
	and stop here. The organization qualifies as a publicly supported organization	▶ ▽
b	33 1/3% support test—2011. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this	
	box and stop here. The organization qualifies as a publicly supported organization	▶ □
a	10%-facts-and-circumstances test—2012. If the organization did not check a box on line 13, 16a, or 16b, and line 14	
	is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain	
	in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported	
	organization	▶ □
b	10%-facts-and-circumstances test—2011. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line	
	15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here.	
	Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly	
	supported organization	► □
	Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see	
	Instructions	► □
	Schedule A (Form 990 or 990-E	Z) 2012

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Schedule A (Form 990 or 990-EZ) 2012 Page 3 Support Schedule for Organizations Described in Section 509(a)(2) (Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.) Section A. Public Support Calendar year (or fiscal year beginning (a) 2008 **(b)** 2009 (c) 2010 (d) 2011 (e) 2012 (f) Total in) 🟲 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants") Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt

	purpose						
3	Gross receipts from activities that						
	are not an unrelated trade or						
	business under section 513			-			
4	Tax revenues levied for the						
	organization's benefit and either						
	paid to or expended on its behalf						
5	The value of services or facilities						
3	furnished by a governmental unit to						
	the organization without charge						
6	Total. Add lines 1 through 5						
	Amounts included on lines 1, 2,						
<i>7</i> a	and 3 received from disqualified						
	persons						
b	Amounts included on lines 2 and 3						
_	received from other than						
	disqualified persons that exceed						
	the greater of \$5,000 or 1% of the						
	amount on line 13 for the year						
С	Add lines 7a and 7b						
8	Public support (Subtract line 7c						
	from line 6)						
_Se	ction B. Total Support						
Cale	ndar year (or fiscal year beginning	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
	in) ►	(u) 2000	(6) 2003	(6) 2010	(4) 2011	(6) 2012	(1) 10tai
9	A mounts from line 6						
10a	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties						
	and income from similar						
	sources						
Ь	Unrelated business taxable income (less section 511 taxes)						
	from businesses acquired after						
	June 30, 1975						
c	Add lines 10a and 10b						
11	Net income from unrelated						
11	business activities not included						
	in line 10b, whether or not the						
	business is regularly carried on						
12	Other income Do not include						
	gain or loss from the sale of						
	capital assets (Explain in Part						
	IV)						
13	Total support. (Add lines 9, 10c,						
	11, and 12)			Librari Corretto con	6.01	E04(-)(2)	
14	First five years. If the Form 990 is for	or the organization	on's first, second	i, thira, fourth, or	ππη tax year as a	1 501(c)(3) org	anization, ►
	check this box and stop here	a Cunnaut Da					
	ction C. Computation of Public			1.2		T I	
15	Public support percentage for 2012			13, column (T))		15	
16	Public support percentage from 2011	L Schedule A, Pa	art III, line 15			16	
Se	ction D. Computation of Inve	stment Inco	me Percenta	ge			
17	Investment income percentage for 20				nn (f))	17	
					. , ,		
18	Investment income percentage from					18	
19a	33 1/3% support tests—2012. If the o						ıd lıne 17 ıs not ▶□

33 1/3% support tests—2011. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18

is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Schedule A	(Form 990	or 990-EZ) 2012

Page **4**

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

Facts And Circumstances Test

Explanation

SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME MISCELLANEOUS RECEIPTS - 2009 AMOUNT \$ 2,773 2010 AMOUNT \$ 4,780 2011 AMOUNT \$ 3,864 2012 AMOUNT \$ 5,949 DISPOSAL OF FIXED ASSETS - 2011 AMOUNT \$ -639 2012 AMOUNT \$ -82

Schedule A (Form 990 or 990-EZ) 2012

DLN: 93493319100633

OMB No 1545-0047

SCHEDULE D (Form 990)

Department of the Treasury

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.

Open to Public

Interna	al Revenue Service	► Attach to For	m 990. ► See separate instructions.	Inspection
	me of the organ			Employer identification number
ПΥ	DRUCLYTIALIS ASSU	CIALION		94-3000301
Pa				unds or Accounts. Complete if the
	organı	zation answered "Yes" to Form 990	, Part IV, line 6. (a) Donor advised funds	(b) Funds and other accounts
1	Total number a	at end of year	(a) Donor advised lunds	(b) Funds and other accounts
2		at end of year atributions to (during year)		
3		nts from (during year)		
4		ue at end of year		
5	Did the organi	zation inform all donors and donor adviso organization's property, subject to the or	-	or advised Yes No
6	used only for d	zation inform all grantees, donors, and do charitable purposes and not for the benef		
Рa		permissible private benefit? Pervation Easements. Complete if	the organization answered "Yes" to	
1	Purpose(s) of Preservati Protection Preservati Complete line	conservation easements held by the org on of land for public use (e g , recreation of natural habitat on of open space s 2a through 2d if the organization held a	anization (check all that apply) or education) Preservation of an Preservation of a c	historically important land area certified historic structure
	easement on t	the last day of the tax year	Г	
_	Total number	of conservation easements	-	Held at the End of the Year
a b		restricted by conservation easements	-	2a 2b
C	_	nservation easements on a certified history	oric structure included in (a)	2c 2c
d		nservation easements included in (c) acq	· · ·	20
_		ure listed in the National Register		2d
3		nservation easements modified, transferr 	ed, released, extinguished, or terminate	d by the organization during
4	Number of sta	tes where property subject to conservat	ion easement is located ►	
5	Does the orga	nization have a written policy regarding to the conservation easements it holds?		— Iling of violations, and Yes No
6	Staff and volu	nteer hours devoted to monitoring, inspe	cting, and enforcing conservation easen	nents during the year
7	•	penses incurred in monitoring, inspecting	ı, and enforcıng conservation easements	during the year
8	Does each co	nservation easement reported on line 2(o 70(h)(4)(B)(ii)?	d) above satisfy the requirements of sec	tion 170(h)(4)(B)(i)
9	balance sheet	describe how the organization reports con , and include, if applicable, the text of the on's accounting for conservation easeme	e footnote to the organization's financial	
Par	t III Organ	nizations Maintaining Collection lete if the organization answered "Y	s of Art, Historical Treasures,	or Other Similar Assets.
1a	works of art, h	ation elected, as permitted under SFAS 1 istorical treasures, or other similar asse de, in Part XIII, the text of the footnote t	ts held for public exhibition, education, o	or research in furtherance of public
b	works of art, h	ation elected, as permitted under SFAS 1 istorical treasures, or other similar asse de the following amounts relating to thes	ts held for public exhibition, education, o	
	(i) Revenues	included in Form 990, Part VIII, line 1		► \$
	(ii) Assets inc	cluded in Form 990, Part X		- \$
2	If the organiza	ation received or held works of art, histor unts required to be reported under SFAS		· -
а	Revenues incl	uded in Form 990, Part VIII, line 1		► \$
		·		

b Assets included in Form 990, Part X

Part	TITLE Organizations Maintaining Co	llections of Art	t, His	<u>stori</u>	<u>cal Tr</u>	easur	es, or O	<u>ther</u>	<u>' Similar As</u>	sets ((continued)
3	Using the organization's acquisition, accessicollection items (check all that apply)	on, and other reco	ds, cl	heck	any of t	he follo	wing that a	re a	sıgnıfıcant use	of its	
а	Public exhibition		d	Γ	Loan	or excha	ange progra	ams			
b	Scholarly research		е	Γ	Other						
c	Preservation for future generations										
4	Provide a description of the organization's co Part XIII	ollections and expla	ıın hov	w the	y furthe	r the or	ganızatıon'	s ex	empt purpose	ın	
5	During the year, did the organization solicit o	or receive donation:	s of ar	rt, hıs	torıcal	treasur	es or other	sımı	lar		
	assets to be sold to raise funds rather than t		•							☐ Yes	☐ No
Par	Part IV, line 9, or reported an am						answered	1 "Ye	es" to Form !	990, ———	
1a	Is the organization an agent, trustee, custod included on Form 990, Part X?					tions or	other ass	ets n	ot	┌ Yes	┌ No
b	If "Yes," explain the arrangement in Part XII	I and complete the	follo	wing t	able						
							-	_	Aı	nount	
C	Beginning balance						<u> </u>	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 Fo	orm 990, Part X, lin	e 21?	>						☐ Yes	Г No
_ь	If "Yes," explain the arrangement in Part XII										. !
Pa	rt V Endowment Funds. Complete								IV, line 10.	(=\Fair	
1a	Beginning of year balance	(a) Current year 80,818	(D)Prior	year 80,718	b (c) I W	80,218		80,218	(e)Four	77,648
b	Contributions	300			100		500		0		2,570
c	Net investment earnings, gains, and losses										
·		4,731			1,386		3,895	_	1,071		1,595
d	Grants or scholarships	4,731			1,386		3,895		1,071		1,595
е	Other expenditures for facilities and programs										
f	Administrative expenses										
g	End of year balance	81,118			80,818		80,718		80,218		80,218
2	Provide the estimated percentage of the curr	ent year end balan	ce (lır	ne 1g	, colum	n (a)) he	eld as				
а	Board designated or guasi-endowment	0 %	•								
ь	Permanent endowment ► 100 000 %										
c) %									
·	The percentages in lines 2a, 2b, and 2c show	ıld equal 100%									
За	Are there endowment funds not in the posses	ssion of the organiz	ation	that a	are helo	d and ad	mınıstered	for t	:he		
	organization by									Ye	
	(i) unrelated organizations							•	3a		No
b	(ii) related organizations								3a		No I
4	Describe in Part XIII the intended uses of th					• •		•	3		
Par	t VI Land, Buildings, and Equipme					LO.					
	Description of property		·		a) Cost o		(b) Cost or o		(c) Accumulate depreciation	ed (d)	Book value
1a	Land			\top							
b	Buildings										
c	Leasehold improvements										
d	Equipment						78	,523	25,	906	52,617
_e	Other										0
Tota	I. Add lines 1a through 1e <i>(Column (d) must e</i>	qual Form 990, Part	X, colu	umn (B), line	10(c).)			. <u>.</u> . -		52,617

Part VII Investments—Other Securities. See	Form 990, Part X, line 12	<u>2</u> .	
(a) Description of security or category	(b)Book value	(c) Metho	od of valuation
(including name of security)		Cost or end-o	f-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			
(a) Description of investment type	(b) Book value		od of valuation
		Cost or ena-o	f-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, III	ne 15.		(h) Dankurdur
(ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, III	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, III	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, III	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, III	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, III	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, III	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, III	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, III	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, III	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, III	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, lin	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, lin	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, lin	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, lin	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, lin	ne 15.		(b) Book value
Part IX Other Assets. See Form 990, Part X, III (a) Descrip	ne 15. ption		(b) Book value
Part IX Other Assets. See Form 990, Part X, III (a) Description (b) must equal Form 990, Part X, col.(B) line 15	ne 15. ption 5.)		(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	ne 15. ption 5.) C, line 25.		(b) Book value
Part IX Other Assets. See Form 990, Part X, III (a) Description (b) must equal Form 990, Part X, col.(B) line 15	ne 15. ption 5.)		(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	ne 15. ption 5.) C, line 25.		(b) Book value
Part IX Other Assets. See Form 990, Part X, lin (a) Description Total. (Column (b) must equal Form 990, Part X, col.(B) line 15 Part X Other Liabilities. See Form 990, Part X 1 (a) Description of liability	ne 15. ption 5.) C, line 25.		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(b) Book value
Part IX Other Assets. See Form 990, Part X, lin (a) Description of liability Federal income taxes	ne 15. ption 5.) (, line 25. (b) Book value	, , , , , ,	(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(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 (a) Description of liability Federal income taxes LEASE PAYABLE	ne 15. ption 5.) (, line 25. (b) Book value		(b) Book value

Part	XI Reconciliation of Revenue per Audited Financial Statements With Revenue p	er R	eturn
1	Total revenue, gains, and other support per audited financial statements	1	2,228,525
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
а	Net unrealized gains on investments		
b	Donated services and use of facilities		
С	Recoveries of prior year grants		
d	Other (Describe in Part XIII)		
e	Add lines 2a through 2d	2e	9,689
3	Subtract line 2e from line 1	3	2,218,836
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
а	Investment expenses not included on Form 990, Part VIII, line 7b . 4a		
b	Other (Describe in Part XIII)		
c	Add lines 4a and 4b	4c	-4,965
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	5	2,213,871
Part	XII Reconciliation of Expenses per Audited Financial Statements With Expenses	per	Return
1	Total expenses and losses per audited financial statements	1	1,843,469
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
а	Donated services and use of facilities		
b	Prior year adjustments		
c	Other losses		
d	Other (Describe in Part XIII)		
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	1,843,469
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
b	Other (Describe in Part XIII)		
c	Add lines 4a and 4b	4 c	-4,967
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)	5	1,838,502

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					
DESCRIPTION OF INTENDED USE OF ENDOWMENT FUNDS	,	THE ORGANIZATION USES ENDOWMENT FUNDS FOR EDUCATIONAL SCHOLARSHIPS TO YOUNG ADULTS WITH HYDROCEPHALUS					
PART XI, LINE 4B - OTHER ADJUSTMENTS		COST OF GOODS SOLD INCLUDED IN EXPENSES PER GAAP - (4,965)					
PART XII, LINE 4B - OTHER ADJUSTMENTS	l	COST OF GOODS SOLD INCLUDED IN EXPENSES PER GAAP - (4,965) CORRECTION OF ROUNDING ERROR - (2)					

DLN: 93493319100633

Employer identification number

OMB No 1545-0047

Open to Public Inspection

SCHEDULE F (Form 990)

Department of the Treasury Internal Revenue Service

► Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.

Statement of Activities Outside the United States

▶ Attach to Form 990. ▶ See separate instructions.

Name of the organization HYDROCEPHALIS ASSOCIATION

> 94-3000301 General Information on Activities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

1	For grantmakers. Does the organization maintain records to substantiate the amount of the grants or			
	assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award			
	the grants or assistance?	Yes	Γ	No

For grantmakers. Describe in Part V the organization's procedures for monitoring the use of grant funds outside

_	the United States.		5 a a			
3	Activites per Region (The follow	ung Part I, line 3	B table can be du	uplicated if additional spa	ice is needed)	
	(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e g , fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
	NORTH AMERICA	0		GRANTS TO RECIPIENTS		40,000
3:	Sub-total	0	0			40,000
	• Total from continuation sheets to Part I	0				0

c Totals (add lines 3a and 3b)

40,000

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) A mount of cash grant	(f) Manner of cash disbursement	(g) A mount of of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other
		NORTH AMERICA	FOR THE ESTABLISHED INVESTIGATOR GRANT TO INCREASE KNOWLEDGE ON CEREBAL SPINAL FLUID REGULATION		CHECK			
tax-exempt b	y the IRS, or fo	or which the grante	ted above that are ree or counsel has pro	vided a section 501	(c)(3) equivalency	letter		

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 16. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) A mount of cash grant	(e) Manner of cash disbursement	(f) A mount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
		+	1		,		1
		+ +		'	+		+
		+		'	+		+
		+	<u> </u>		 		+
	 		 		 	 	+
					<u> </u>		
					<u> </u>	<u> </u>	
							<u> </u>
			1				
		+ + +			,		1
		+ + +			+		
	 	+			+		+
			1		-		+
	 		 		 	 	
			 		<u> </u>	 	
						1	

Part IV Foreign Forms

1	organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)	Γ	Yes	<u> </u>	Νo
2	Did the organization have an interest in a foreign trust during the tax year? If "Yes," the organizationmay be required to file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A)	Γ	Yes	⊽	Νo
3	Did the organization have an ownership interest in a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)	Г	Yes	<u> </u>	Νo
4	Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? If "Yes," the organization may be required to file Form 8621, Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)	Г	Yes	<u> </u>	Νo
5	Did the organization have an ownership interest in a foreign partnership during the tax year? If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships. (see Instructions for Form 8865)	Г	Yes	<u> </u>	No
6	Did the organization have any operations in or related to any boycotting countries during the tax year? If "Yes," the organization may be required to file Form 5713, International Boycott Report (see Instructions for Form 5713).	Г	Yes	<u> ~</u>	Νo

Schedule F (Form 990) 2012

Part V	Supi	plemental	Inform	ation

Complete this part to provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

ReturnReference	Explanation
	SCHEDULE F, PART I, LINE 2 GRANTEES PROVIDE PROGRESS REPORTS AND THESE ARE MONITORED AGAINST APPROVED RESEARCH OBJECTIVES THESE ARE THEN REVIEWED BY SENIOR HA STAFF AND MEMBERS OF THE RESEARCH COMMITTEE

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DLN: 93493319100633

OMB No 1545-0047

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a. Form 990-EZ filers are not required to complete this part.

Department of the Treasury Internal Revenue Service

(Form 990 or 990-EZ)

SCHEDULE G

Attach to Form 990 or Form 990-EZ.

Open to Public Inspection

	ne of the organization						Employer iden	tification number
HYL	DRO CEPHALIS ASSO CIATI	ON					94-3000301	
Pa	rt I Fundraising Act	civities. Complete	e if the oi	rganızatı	ion answered "Yes" t	o Forn	n 990, Part IV,	line 17.
1	Indicate whether the organ	uzation raised funds	through ar	ny of the f	following activities Che	ck all t	hat apply	
а	Mail solicitations			e	Solicitation of non-	-goverr	nment grants	
b	Internet and email soli	cıtatıons		f	Solicitation of gove			
С	Phone solicitations			g	Special fundraising	g event	s	
d	✓ In-person solicitations	5						
2a	Did the organization have a or key employees listed in							Г _{Yes} Г м
b	If "Yes," list the ten highes to be compensated at leas			undraiser	rs) pursuant to agreeme	nts unc	ler which the fun	draiser is
	(i) Name and address of individual or entity (fundraiser)	(ii) Activity	fundra:	Did ser have ody or crol of	(iv) Gross receipts from activity	(or	mount paid to retained by) aiser listed in col (i)	(vi) A mount paid to (or retained by) organization
				utions?				
	CATHERIN M CONNOLLY 3239 PORT PACIFIC LANE	FUNDRAISING	Yes	No No	132,987		31,200	101,787
	ELK GROVE, CA 95758							
	,							
Tota	al			>	132,987		31,200	101,787
3	List all states in which the licensing	organization is regis	tered or li	censed to	solicit funds or has be	en notıf	ied it is exempt	from registration or
CA,	FL, NC, SC							

_		e G (Form 990 or 990-EZ) 2012				Page 2
Pa	rt II	Fundraising Events. Com more than \$15,000 of fundra events with gross receipts g	aising event contribution			
		3 , 3	(a) Event #1 WALK-A-THON (LI) (event type)	(b) Event #2 WALK-A-THON (CHICAGO)	(c) O ther events 31 (total number)	(d) Total events (add col (a) through col (c))
			(event type)	(event type)	(total namber)	
Ē	1	Gross receipts	77,000	68,300	909,612	1,054,912
Revenue	2	Less Contributions	77,000	68,300	909,612	1,054,912
<u>~</u>	3	Gross income (line 1 minus line 2)				
	4	Cash prizes				
မှာ	5	Noncash prizes	5,210	3,800	48,650	57,660
Expenses	6	Rent/facility costs	1,750	5,500	18,290	25,540
ă	7	Food and beverages .	650	570	12,480	13,700
Direct	8	Entertainment	450	1,180	13,740	15,370
à	9	Other direct expenses .	3,900	4,370	18,363	26,633
	10	Direct expense summary Add lin	es 4 through 9 in column	(d)		(138,903
	11	Net income summary Combine III	_			-138,903
Par	t II	Gaming. Complete if the or \$15,000 on Form 990-EZ, lir	ganization answered '	'Yes" to Form 990, Pa	rt IV, line 19, or repo	
Revenue		\$13,000 GH FGHH 930 EZ, III	(a) Bingo	(b) Pull tabs/Instant pingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
<u>~</u>	1	Gross revenue				
ses	2	Cash prizes				
pe .	3	Non-cash prizes				
Direct Expenses	4	Rent/facility costs				
<u>ā</u>	5	Other direct expenses				
	6	Volunteerlabor	Г Yes	Г Yes Г Nо	☐ Yes	
	7	Direct expense summary Add lines	s 2 through 5 in column (d	i)		
	8	Net gaming income summary Com	bine lines 1 and 7 in colu	mn (d)	🕨	
9 a		ter the state(s) in which the organiza the organization licensed to operate				. Fyes Fno
b	If"	'No," explain				
10a b		re any of the organization's gaming l 'Yes," explain	icenses revoked, suspen	ded or terminated during	the tax year?	

70ES	the organization operate gaming	activities with nonlinelinders		· · I Yes I No
.2		neficiary or trustee of a trust or a men		
	formed to administer charitable of	gaming?		· · · · Fyes F No
.3	Indicate the percentage of gamir	ng activity operated in		
а	The organization's facility			13a
b	An outside facility			13b
.4	Enter the name and address of th	ne person who prepares the organizati	on's gaming/special events books	and records
	Name ►			
	Address 🟲			
	revenue?	ntract with a third party from whom the		
	amount of gaming revenue retain	ed by the third party 🟲 \$		
C	If "Yes," enter name and address	s of the third party		
	Name 🟲			
	Address ►			
.6	Gaming manager information			
	Name 🟲			
	Gaming manager compensation I	\$ \$		
	Description of services provided	>		
	☐ Director/officer	Employee	Independent contractor	
.7	Mandatory distributions			
а	Is the organization required unde	er state law to make charitable distrib	utions from the gaming proceeds to	
	retain the state gaming license?			Г _{Yes} Г _{No}
b	Enter the amount of distributions	required under state law distributed t	to other exempt organizations or sp	ent
	<u> </u>	activities during the tax year 🟲 💲		
Par	columns (III) and (v), a	mation. Complete this part to pr and Part III, lines 9, 9b, 10b, 15b ditional information (see instructi	, 15c, 16, and 17b, as applical	
	Identifier	Return Reference	Explana	tion

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Schedule I (Form 990)

Grants and Other Assistance to Organizations, Governments and Individuals in the United States

OMB No 1545-0047

2012

DLN: 93493319100633

Open to Public Inspection

Department of the Treasury Internal Revenue Service Complete if the organization answered "Yes," to Form 990, Part IV, line 21 or 22.

Attach to Form 990

Name of the organization
HYDROCEPHALIS ASSOCIATION

Part I General Information on Grants and Assistance

Employer identification number
94-3000301

		o Governments and recipient that receive					ed "Yes" to
(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) A mount of cash grant	(e) A mount of non- cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(1) SEATTLE CHILDREN'S HOSPITAL PO BOX 50020 MS S200 SEATTLE, WA 98145	91-0564748	501(C)(3)	34,957				TO SUPPORT THE SEATTLE CHILDREN'S HOSPITAL WORK WITH THE HYDROCEPHALUS CLINICAL RESEARCH NETWORK
(2) PRIMARY CHILDREN'S MEDICAL CENTER 100 MARIO CAPPECHI DRIVE SALT LAKE CITY, UT 84113	87-0453633	501(C)(3)	11,594				TO FUND HYDROCEPHALUS RESERACH CONDUCTED AT THE LOCAL HYDROCEPHALUS CLINICAL RESEARCH NETWORK SITE

Part III	Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, III	ne 22
	Part III can be duplicated if additional space is needed.	

(a)Type of grant or assistance	(b)Number of	(c)A mount of	(d)A mount of	(e)Method of valuation (book,	(f)Description of non-cash assistance
	recipients	cash grant	non-cash assistance	FMV, appraisal, other)	
(1) SCHOLARSHIPS	14	14,000			
	1				
Part IV Supplemental Inform	 ation.	<u> </u>	l		

Complete this part to provide the information required in Part I, line 2, Part III, column (b), and any other additional information

Identifier	Return Reference	Explanation
PROCEDURE FOR MONITORING GRANTS IN THE U S	,	SCHEDULE I, PART I, LINE 2 GRANTEES PROVIDE PROGRESS REPORTS AND THESE ARE MONITORED AGAINST OUR RESEARCH OBJECTIVES THESE ARE THEN REVIEWED BY SENIOR STAFF AND MEMBERS OF THE RESEARCH COMMITTEE

Schedule I (Form 990) 2012

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DLN: 93493319100633

OMB No 1545-0047

Schedule J (Form 990)

Department of the Treasury

Internal Revenue Service

For certain Officers, Directors, Trustees, Key Employees, and Highest **Compensated Employees** ► Complete if the organization answered "Yes" to Form 990,

Compensation Information

Part IV, question 23.

► Attach to Form 990. ► See separate instructions.

Open to Public Inspection

Name of the organization HYDROCEPHALIS ASSOCIATION **Employer identification number**

94-3000301

Pa	rt I Questions Regarding Compensation					
			Yes	No		
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items					
	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					
а	Receive a severance payment or change-of-control payment?	4a		No		
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?					
С	c Participate in, or receive payment from, an equity-based compensation arrangement?					
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III					
	Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.					
5	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of					
а	The organization?	5a		No		
b	Any related organization?	5b		Νo		
	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					
а	The organization?	6a		No		
b	Any related organization?	6b		No		
	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		No		
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			1		
	ın Part III	8		No		
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)(1)-(111) 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-MIS	SC compensation	(C) Retirement and	(D) Nontaxable	(E) Total of columns	(F) Compensation	
		(i) Base compensation	(ii) Bonus & ıncentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(ı)-(D)	reported as deferred in prior Form 990	
(1)DAWN MANCUSO CEO	(i) (ii)	180,250 0	0 0	0 0	0	11,560 0	191,810 0	o 0	

Schedule J (Form 990) 2012

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

Schedule J (Form 990) 2012

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DLN: 93493319100633

OMB No 1545-0047

2012

Schedule L

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Transactions with Interested Persons

► Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b. ► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

Open to Public Inspection

Name of the organ HYDROCEPHALIS ASSO									-300	r identif	ication	number	•
Part I Excess								ganıza	tions	only).			
Complet 1 (a) Name o					n Form 990, F ip between dis		25a or 25b, or (c) Descri					<u>0b</u> d) Corre	ected?
	· .				ind organizati							es	No
2 Enter the amount 4958 3 Enter the amount is a second contract to the amount is								yearı	ınder s	section \$ \$			
Comp	lete if the	organıza		ed "Yes"	on Form 990		, line 38a, or Fo	orm 99	0, Par	t IV, lın	e 26, oı	r ıf the	
(a) Name of interested person	iterested with organization of loan		Purpose (d) Loan to (e)Orrefloan or from the prince		(e)Origin principa amount	nal (f) Balance al due	(g) In (h) default? A pproved by board o committee		ved rd or	r ¯			
				То	From			Yes	No	Yes	No	Yes	No
												_	
												_	
												-	
												_	
 Total				<u> </u>				<u> </u>		<u> </u>		٦	
Part IIII Grant	ts or As	sistan	ce Benefit	ting Ir	terested F	Persons.							
(a) Name of inte		(b) Rel	nization ans ationship bet ted person ar organization	ween	(c) Amount o		art IV, line 27 e (d) Type o		tance	(e)	Purpose	e of ass	stance

Part W Business Transactions 1	involving Interested	l Persons.				
Complete if the organization	on answered "Yes" on F	Form 990, Part IV, lin	e 28a, 28b, or 28c.			
(a) Name of interested person	(b) Relationship between interested person and the organization	(c) A mount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?		
				Yes	No	
(1) RAS MANAGEMENT	OWNED BY RICK SMITH, THE SECRETARY OF THE BOARD	51,015	MANAGEMENT SERVICES		No	

Part V Supplemental Information

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

Ident if ier	Return Reference	Explanation

Schedule L (Form 990 or 990-EZ) 2012

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DLN: 93493319100633

Employer identification number

OMB No 1545-0047

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SCHEDULE M (Form 990)

Department of the Treasury

▶Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30. ► Attach to Form 990.

Noncash Contributions

Internal Revenue Service Name of the organization HYDROCEPHALIS ASSOCIATION

	TIALIS ASSOCIATION				94-3000301			
Part I	Types of Property	(-)	(1)		1	-15		
		(a) Check If applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line	Method of noncash contr		_	ts
1 Art-	–Works of art							
2 Art-	-Historical treasures .							
3 Art-	-Fractional interests							
4 Boo	ks and publications							
	thing and household							
goo								
	s and other vehicles							
	ts and planes							
	llectual property							
	urities—Publicly traded .	X	5	134,878	MARKET QUOTA	TION		
	urities—Closely held stock .							
	urities—Partnership, LLC,							
	rust interests urities—Miscellaneous			1				
	Ilified conservation							
con	tribution—Historic							
	llfied conservation tribution—O ther							
5 Rea	lestate—Residential .							
6 Rea	lestate—Commercial							
7 Rea	lestate—Other							
8 Coll	ectibles							
9 Food	d inventory							
0 Drug	gs and medical supplies .							
1 Tax	ıdermy							
2 Hist	corıcal artıfacts							
3 Scie	entific specimens							
4 Arcl	heological artifacts							
	VARIOUS							
- 0.1	ITEMS FOR		_	1 001	COST			
	er►(<u>WALKS</u>)	X	2	1,001	COST			
	er►()							
	er►()							
	er▶ () nber of Forms 8283 received	by the oran	l	r for contributions	<u> </u>			
	which the organization comple				29		Yes	No
0a Dui	ring the year, did the organiza	ation receiv	e by contribution any prope	erty reported in Part I. lines	1-28 that it			
	st hold for at least three year							
	exempt purposes for the enti					30a		No
	Yes," describe the arrangem					30a		
	es the organization have a gif			review of any non-standard	contributions?	31	Yes	
	es the organization hire or us	e third part	ies or related organizations	to solicit, process, or sell	noncash	22-	V 5 -	
		•	· · · · ·			32a	Yes	
	Yes," describe in Part II	t an amount	in column (c) for a type of	property for which column /	a) is chacked			
	he organization did not report	t an amount	: in column (c) for a type of	property for which column (a) is checked.			

describe in Part II

Page 2

Schedule M	(Form 990) (201:
Part II	Supplem

Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Identifier Return Reference Explanation

Schedule M (Form 990) (2012)

SCHEDULE 0

Department of the Treasury Internal Revenue Service

(Form 990 or 990-EZ)

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

Open to Public Inspection

Name of the organization HYDROCEPHALIS ASSOCIATION

Employer identification number

94-3000301

Identifier	Return Reference	Explanation
NEW PROGRAM SERVICES	FORM 990, PART III, LINE 2	RESEARCH CONFERENCE THE "OPPORTUNITIES FOR HYDROCEPHALUS RESEARCH CONFERENCE" HELD IN SEATTLE, WASHINGTON ON JULY 9TH-11TH WAS ATTENDED BY 120 NEUROSURGEONS, SCIENTISTS/RESEARCHERS, NEUROLOGISTS, BIOMECHANICAL ENGINEERS, NEUROPSY CHOLOGISTS, AND PATIENT ADVOCATES THIS CONFERENCE WAS GROUND-BREAKING IN THAT IT BROUGHT TOGETHER, FOR THE FIRST TIME, RESERACHERS AND OTHER INNOVATORS FROM A VARIETY OF BACKGROUNDS TO ADDDRESS THE STATE OF RESEARCH ON HYDROCEPHALUS AND TO IDENTIFY WHERE THE MOST PROMISING RESERACH STILL NEEDS TO BE CONDUCTED A FINAL REPORT FROM THE CONFERENCE IS SCHEDULED FOR PUBLICATION IN AN UPCOMING ISSUE OF THE JOURNAL OF NERUOSURGERY - PEDIATRICS IN ADDITION TO DRIVING AN AGENDA FOR FUTURE RESEARCH, THE CONFERENCE PROMOTED COLLABORATION AMONG RESERACHERS AND ENCOURAGED RESEARCHERS TO FOCUS ON THE NEED FOR MORE STUDY OF HYDROCEPHALUS
	FORM 990, PART VI, SECTION A, LINE 1	ACCORDING TO OUR BY LAWS, THE EXECUTIVE COMMITTEE, UNLESS LIMITED IN A RESOLUTION OF THE BAORD, SHALL HAVE AND MAY EXERCISE ALL OF THE AUTHORITY OF THE BOARD IN THE MANAGEMENT OF THE BUSINESS AND AFFAIRS OF THE CORPORATION BETWEEN MEETINGS OF THE BAORD THE EXECUTIVE COMMITTEE IS COMPOSED OF 1) PAUL GROSS, CHAIRMAN, 2) RAY MOSER, SENIOR VICE CHAIRMAN, 3) BARRETT O'CONNOR, CHAIRWOMAN, 4) RICK SMITH, SECRETARY, 5) CRAIG BROWN, TREASURER EVERY EXECUTIVE COMMITTEE IS ON THE GOVERNING BOARD
	FORM 990, PART VI, SECTION A, LINE 3	RICK SMITH OWNS RAS MANAGEMENT SERVICES, WHICH WAS CONTRACTED BY THE HYDROCEPHALUS ASSOCIATION TO PROVIDE INTERIM CEO SERVICES FROM JANUARY 2011-JANUARY 2012, RICK SMITH SERVED AS INTERIM CEO
	FORM 990, PART VI, SECTION A, LINE 4	ADDED CEO AS EX-OFFICIO, NON-VOTING MEMBER OF THE BOARD OF DIRECTORS ADDED CEO AS EX-OFFICIO, NON-VOTING MEMBER OF THE CORPORATION AND AS AN EX-OFFICIO, NON-VOTING MEMBER OF THE EXECUTIVE COMMITTEE.
	FORM 990, PART VI, SECTION A, LINE 5	AN EMPLOYEE USED COMPANY CREDIT AND DEBIT CARDS AND FUNDS FROM THE ASSOCIATION'S OPERATING ACCOUNT TO PAY FOR APPROXIMATELY \$30,000 OF IMPROPER AND NON-AUTHORIZED PERSONAL EXPENDITURES THE ASSOCIATION HAS DOCUMENTED THE LOSS AND ENGAGED LEGAL COUNSEL ON A PRO BONO BASIS TO FILE A COMPLAINT AND SECURE JUDGEMENT AGAINST SAID EMPLOYEE (NOW FORMER EMPLOYEE) WITH THE SUPERIOR COURT OF THE STATE OF CALIFORNIA
	FORM 990, PART VI, SECTION B, LINE 11	ALL BOARD MEMBERS WILL RECEIVE A COPY OF THE TAX RETURN AFTER ITS FILING
	FORM 990, PART VI, SECTION B, LINE 12C	EACH YEAR BOARD MEMBERS GETS A COPY OF THE CONFLICT OF INTEREST POLICY AND A DISCLOSURE FORM WHICH IS FILLED OUT IF ANY POSSIBLE CONFLICTS MAY EXIST
	FORM 990, PART VI, SECTION B, LINE 15A	THE PROCESS FOR DETERMINING THE CHIEF EXECUTIVE OFFICER'S (WHO IS ALSO IN CHARGE OF FINANCIAL MANAGEMENT OF THE ORGANIZATION) SALARY INCLUDES THE FOLLOWING STEPS 1)BOARD CHAIRMAN AND CHIEF EXECUTIVE OFFICER EACH COLLECT COMPARABLE SALARY INFORMATION (E.G., SALARY STUDIES) 2)THE INFORMATION IS FORWARDED TO THE TREASURER WHO DOCUMENTS FINDINGS FROM DATA COLLECTED 3)TREASURER MAKES A RECOMMENDATION TO THE FULL BOARD 4)THE BAORD VOTES ON THE PROPOSED SALARY OTHER SALARIES OF SENIOR MANAGERS ARE BENCHMARKED USING CURRENT SALARY SURVEY DATA, OUR GOAL IS TO PROVIDE THE MEDIAN SALARY PROVIDED BY SIMILAR ORGANIZATIONS
	FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC AT THE ORAGANIZATION'S OFFICE UPON REQUEST