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Check if applicable

Address change

A For the 2013 calendar year, or tax year beginning

WEST VIRGINIA COMMUNITY DEVELOPMENT

C Name of organization

HUB, INC.

**Return of Organization Exempt From Income Tax** 

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter Social Security numbers on this form as it may be made public. ► Information about Form 990 and its instructions is at www.irs.gov/form990.

and ending

Open to Public Inspection

D Employer identification number

	ssue 6436526461 JAN 3100, 17	[
AND THE PROPERTY OF THE PROPER	No statute issue	
		S
5.5		P P
• 13 11 do 1 <b>6</b> 13 15	11-010	P P U 

	Nam- chan	pe   Doing Business As			20-0	022399							
	Initla returi	Number and street (or P.U. box it mail is not delive	vered to street address)	Room/suite									
Ļ	Term ated Ame	1 201 MVIEW SIVEET			(304	<del></del>							
<u> </u>	returi	City or town, state or province, country, and 2	ZIP or foreign postal code		G Gross receipts \$	719,091.							
L	tion pend	STONEWOOD, WV 20301		<u> </u>	H(a) Is this a group r								
		F Name and address of principal officer: KEN'I	r spellman		for subordinates	s? Yes X No							
_		SAME AS C ABOVE	<b>4</b> %		H(b) Are all subordinates i								
		empt status X 501(c)(3) 501(c) ( )	(insert no.), 4947(a)(1) c	or 527	1	list (see instructions)							
		te: ► WWW • WVHUB • ORG  forganization: X Corporation Trust Ass	sociation Other	I. Vara	H(c) Group exemption								
	art.I	Summary	Sociation Circle	L Year	or formation: 2003	M State of legal domicile; WV							
ш	1	Briefly describe the organization's mission or most:	significant activities TO SI	TPPORT	COMMINITEE	S IN WEST							
2	1	VIRGINIA IN THEIR EFFORTS	TO EXPERIENCE	PURPOS	EFUL. SELF-	DIRECTED							
Activities & Governance	2												
Š	2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets  Number of voting members of the governing body (Part VI, line 1a)												
Ğ	4	Number of independent voting members of the gov	***************************************	RIEU		10							
SS	5	Total number of individuals employed in calendar ye		سسست	5	0							
<u>V</u>	6	Total number of volunteers (estimate if necessary)	4-	MAL I	24 201/	0							
Çţ	7 a	Total unrelated business revenue from Part VIII, cal	HIMI E ERMINER	JJA14	78	0.							
_	Ь	Net unrelated business taxable income from Form 9	99 EMEN	سيسأد	7b	0.							
					Prior Year	Current Year							
ē	8	Contributions and grants (Part VIII, line 1h)		104,563.	668,752.								
Ē	9	Program service revenue (Part VIII, line 2g)	JAN 27-2017		16,413.	47,945.							
Revenue	10	Investment income (Part VIII, column (A), lines 3, 4		🖵	2,307.	1,315.							
_	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c,			0.	1,079.							
	12	Total revenue - add lines 8 through 11 (must equal F			123,283.	719,091.							
	13	Grants and similar amounts paid (Part IX, column (A			30,024.	30,100.							
	14	Benefits paid to or for members (Part IX, column (A)		· ··	0.	0.							
Expenses	15	Salaries, other compensation, employee benefits (Parl	art IX, column (A), lines 5-10)		0.	0.							
ĕ		Professional fundraising fees (Part IX, column (A), lin		·o. —	0.	<del></del>							
Ж	17	Total fundraising expenses (Part IX, column (D), line Other expenses (Part IX, column (A), lines 11a-11d,	·	<u> </u>	498,645.	738,062.							
	18	Total expenses Add lines 13-17 (must equal Part IX)	• • • • • • • • • • • • • • • • • • • •	·	528,669.	768,162.							
	19	Revenue less expenses. Subtract line 18 from line 1		· ···	-405,386.	-49,071.							
පිදු		The state of the s	<u>~ </u>	Bed	inning of Current Year	End of Year							
(K.E	20	Total assets (Part X, line 16)			709,404.	846,458.							
Men Assi		Total liabilities (Part X, line 26)	•••••••		547,699.	741,278.							
碧	l .	Net assets or fund balances. Subtract line 21 from li	ine 20		161,705.	105,180.							
Pa	rt II	Signature Block		-									
Uiide	r pena	Ities of perjury, I declare that I have examined this return, in	ncluding accompanying schedules	and stateme	nts, and to the best of my	knowledge and belief, it is							
		t, and complete: Declaration of preparer (other than officer)	) is based on all information of whi	ch preparer i	has any knowledge.								
α		Lint Py/ nigar				2.14							
Sıgı	ì	Signature of officer			Date	- 1							
Her	Ĕ		E DIRECTOR										
741	<u>Ž</u>	Type or print name and title		- 170	ate Check	II. DYN							
		, , ,	Preparer's signature		1 0	PTIN							
Paid		RANDALL H PERRY CPA	C CDALC A C	<u></u>	1/11/14 sell-employe	P00366695							
Prep Use		Firm's name PERRY & ASSOCIATE			Firm's EIN	55-0771624							
UDE	only.	Firm's address 428 SECOND STREET MARIETTA, OH 4575			Phone no 74	0-373-0056							
Mari	the !!	RS discuss this return with the preparer shown above			T HOUS NO. 7 3	X Yes No							
	1 10-2			ns.		Form <b>990</b> (2013)							
3320		EE SCHEDULE O FOR ORGANIZA			NT CONTINUA								

## WEST VIRGINIA COMMUNITY DEVELOPMENT HUB, 20-0022399 Page 2 Form 990 (2013) INC. Part III | Statement of Program Service Accomplishments Check if Schedule O contains a response or note to any line in this Part III ..... Briefly describe the organization's mission TO SUPPORT COMMUNITIES IN WEST VIRGINIA. Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? If "Yes," describe these new services on Schedule O. Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes X No If "Yes," describe these changes on Schedule O Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported. 745,379. including grants of \$ 30,100.) (Revenue \$ ) (Expenses \$ 50,339. PROVIDE SUPPORT TO PUBLIC/PRIVATE RESOURCES TO COMMUNITY BASED NONPROFITS THAT SEEK TO PROMOTE THE ECONOMIC WELL BEING OF INDIVIDUALS, FAMILIES, COMMUNITIES AND ENVIRONMENT THROUGH ECONOMIC DEVELOPMENT PROJECTS. (Code \_\_\_\_\_ ) (Expenses \$ including grants of \$ ) (Revenue \$ including grants of \$ ) (Revenue \$ Other program services (Describe in Schedule O)

745,379.

Form **990** (2013)

Total program service expenses ▶

20-0022399 HUB. INC. Form 990 (2013) Part IV Checklist of Required Schedules Yes No Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? X If "Yes." complete Schedule A Is the organization required to complete Schedule B, Schedule of Contributors X 2 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for X public office? If "Yes," complete Schedule C, Part I Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect X Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or Х similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III 5 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to X provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 6 Did the organization receive or hold a conservation easement, including easements to preserve open space, 7 X the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 7 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete X 8

Schedule D, Part III 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 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent

endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, IX, or X 11

as applicable. Did the organization report an amount for land, buildings, and equipment in Part X, line 107 If "Yes," complete Schedule D,

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

c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII

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

e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 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

12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 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 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E....

14a Did the organization maintain an office, employees, or agents outside of the United States? 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 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV

Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV

Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, 17 column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I

Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 18 1c and 8a? If "Yes," complete Schedule G, Part II

Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," 19 complete Schedule G, Part III

20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?

Form 990 (2013)

X

X

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X

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X

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11b

11c

11d

1,1e

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12b

13

14b

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20a

X

Х

Page 4

	1990 (2013) HUB, INC. 20-002. Triv Checklist of Required Schedules (continued)	4333	P	age 4
1, 0	Oneckist of Hedulied Schedules (continued)		Yes	No
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or		163	140
	government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	х	
22	Did the organization report more than \$5,000 of grants or other assistance to individuals in the United States on Part IX,	<u> </u>	<del> </del>	
	column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		x
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		Х
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the		<u> </u>	
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			1
	Schedule K If "No", go to line 25a	24a	ļ	Х
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	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		
đ	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
	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		Х
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		Х
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or			
	former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If so,	İ	l	
	complete Schedule L, Part II	26		X
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		ŀ	
	of any of these persons? If "Yes," complete Schedule L, Part III	27		Х
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)	1 '		7,
a	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		X
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		χ
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer,			v
~~	director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		X
29 20	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		Λ
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	20		Х
31	Did the organization liquidate, terminate, or dissolve and cease operations?	30		
<b>J</b> •	If "Yes," complete Schedule N, Part I	31		Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets?// "Yes," complete	<del>"</del>		
	Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	H=		
	sections 301.7701-2 and 301.7701-37 If "Yes," complete Schedule R, Part I	33		Х
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		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
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		X
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		X
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	X	

Form	990 (2013) HUB, INC. 20-0022	399	Р	age 5
	rt V   Statements Regarding Other IRS Filings and Tax Compliance			
-	Check if Schedule O contains a response or note to any line in this Part V			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	,	İ -	
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 1b 0	' '	ŀ	l
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming	1	l	
	(gambling) winnings to prize winners?	10		]
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,			
	filed for the calendar year ending with or within the year covered by this return 2a 2a	:		ŀ
ь	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		= =	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
b	If "Yes," has it filed a Form 990-T for this year? If "No," to line 3b, 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)?	4a		X
b	If "Yes," enter the name of the foreign country		ľ	
	See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts.			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
С	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit			
	any contributions that were not tax deductible as charitable contributions?	6a		X
b	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).	' _ ·		<sub>v</sub>
8	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		X.
Ь	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		<u> </u>
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required	l		x
	to file Form 8282?	7c	├	<u>.</u>
d		7e		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	71		<del> </del>
'	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	$\vdash$	$\vdash$
9 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	<del></del>		
Ū	organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8	i .	
9	Sponsoring organizations maintaining donor advised funds.	<u> </u>		
а	Did the organization make any taxable distributions under section 4966?	9a		
b		9b		
10	Section 501(c)(7) organizations. Enter			
а	Initiation fees and capital contributions included on Part VIII, line 12	ļ ,		1
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities			
11	Section 501(c)(12) organizations. Enter.			
a	Gross income from members or shareholders			ľ
	Gross income from other sources (Do not net amounts due or paid to other sources against	i		
	amounts due or received from them)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	.12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			1
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	١١		<u> </u>
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		<u> </u>
	Note. See the instructions for additional information the organization must report on Schedule O		-	
b	Enter the amount of reserves the organization is required to maintain by the states in which the			1
	organization is licensed to issue qualified health plans			l.
	Enter the amount of reserves on hand			<del>u</del>
14a	Did the organization receive any payments for indoor tanning services during the tax year?	148		X
h	If "Vac " has it filed a Form 720 to report these payments? If "No " provide an explanation in Schedule O	14b.		4

HUB, INC.

20-0022399

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

	Check if Schedule O contains a response or note to any line in this Part VI			X
Sec	tion A. Governing Body and Management	•	•	
	ton 711 dotorning body and management		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 10	Γ,	1.00	<del> </del>
	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	l		ł
ь	Enter the number of voting members included in line 1a, above, who are independent 1b 10			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other			i
_	officer, director, trustee, or key employee?	2		Х
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	ľ	х
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
6	Did the organization have members or stockholders?	6	<b> </b>	X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or	Ť		
	1.10	7a		х
ь	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or		<del>                                     </del>	
		7b		x
8	persons other than the governing body?  Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	,,,,	<del></del>	
а	The governing body?	8a	x	
ь	Each committee with authority to act on behalf of the governing body?	8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the	- 00		-
•	organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		х
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code )			
			Yes	, No
10a	Did the organization have local chapters, branches, or affiliates?	10a		X
	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,			
_	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X	_
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	х	
ь	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
C	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe			
	in Schedule O how this was done	12c	Х	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	Х	
15	Did the process for determining compensation of the following persons include a review and approval by independent			
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a.	X	
	Other officers or key employees of the organization	15b	Х	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		;	
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a	ł		
	taxable entity during the year?	16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation	,		
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's	•	1	
	exempt status with respect to such arrangements?	16b		
Sec	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed ►WV			
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) a	vailab	le	
	for public inspection. Indicate how you made these available. Check all that apply			
	Own website Another's website X Upon request Other (explain in Schedule O)			
19	Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and	d finar	icial	
	statements available to the public during the tax year			
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization	ion 🕨		
	KENT SPELLMAN - (304) 566-7332			
	301 WATER STREET, STONEWOOD, WV 26301			

TO COMPANY OF THE PROPERTY OF

HUB, INC.

20-0022399	Page 7

Form 990 (2013) Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated **Employees, and Independent Contractors** 

Check if Schedule O contains a response or note to any line in this Part VII

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year,
- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid.
  - List all of the organization's current key employees, if any. See instructions for definition of "key employee"
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- List all of the organization's former officers, key employees, and 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

(A) Name and Title	(B) Average hours per	(C) Position (do not check more than one box, unless person is both an						(D)  Reportable compensation	(E) Reportable compensation	(F) Estimated amount of
	week (list any hours for related organizations below line)	stee or director	institutional trustce	Officer	irecto	Hignest compensated employee	tee)	from the organization (W-2/1099-MISC)	from related organizations (W-2/1099-MISC)	other compensation from the organization and related organizations
(1) JEAN AMBROSE	4.00	x		x				0.	0.	0.
CHAIR EMERITUS (2) JOSEPH L, BARKER	2.00	<u> </u>	<del> </del>	₽	├	┢	<u> </u>		0.	
BOARD MEMBER	2.00	x						0.	0.	0.
(3) SANDY BURKY	2.00	<u> </u>	<u> </u>	$\vdash$	$\vdash$	┢	_	•		
BOARD MEMBER	1.00	x	l			l	l	o.	0.	0.
(4) MICHELLE FOSTER	4.00	<del> </del>	$\vdash$	$\vdash$	$\vdash$	H				
BOARD CHAIR		Х		х				0.	0.	0.
(5) RETA GRIFFITH	2.00					T				
BOARD MEMBER		Х						0.	0.	0 :
(6) VIVIAN PARSONS	0.00									
BOARD MEMBER		Х		<u> </u>				0.	0.	0.
(7) DAVID ROGERS	0.00								_	_
BOARD MEMBER	ļ	X	ļ		<u> </u>			0.	. 0.	0.
(8) NORM SCHWERFEGER	0.00			l						•
BOARD VICE CHAIR	0.00	Х		X	<u> </u>	<u> </u>		0.	0.	0.
(9) GEARY WEIR	0.00	,,		<b> </b>				_	0	^
BOARD SECRETARY	0.00	X		X	$\vdash$	<u> </u>		0.	0.	0.
(10) KATHERINE S. WYROSDICK, AICP	0.00	х		l '				0.	0.	0.
BOARD MEMBER	40.00	<u> </u>		┝	<u> </u>	-		0.		<u></u>
(11) KENT SPELLMAN EXECUTIVE DIRECTOR	40.00			x				87,639.	0.	0.
				Ħ						
		<u> </u>		L						
<del></del>	<del> </del>		-	├─	┝	├	_			
	<del> </del>	<u> </u>	<u> </u>	ļ	$\vdash$	<b>.</b>				
		l								
	+	-	$\vdash$	$\vdash$	┝	$\vdash$	-			
	-	ł			ļ				II	

HUB, INC.

Par	VII Section A. Officers, Directors, Trus	tees, Key Em	ploy	rees			ighe	st C	Compensated Employe	es (continuéd)					
	(A)	(B)	(C)						(D)	(E)			(F)		
	Name and title	Average		not c		more	than		Reportable	Reportable					
		hours per week	box	, unie	ss pe	rson	is bot	h an		compensation		amount of			
		(list any	├		Г		П		from the	from related organizations	- [	comp	other nensa		
		hours for	direct			l	ļ,		organization	(W-2/1099-MISC	n		om the		
		related	ise of	Stee		l	ınsate		(W-2/1099-MISC)	(,,, =, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	"		nızat		
		organizations	Fust	nal tru		a A	ad					and	relat	ed	
		below	Individual frustee or director	Institutional trustee	谚	Кеу етріоуее	Highest compensated employee	Former				orga	nızatı	ons	
		line)	ţ	is u	<del>J</del> <del>O</del>	<u>ş</u>	₹.	Fo			$\dashv$				
			L.,	L_		<u> </u>	Ц.				_				
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			<u> </u>		L	$oxed{oxed}$	<u> </u>	L_			$\dashv$				
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			<u> </u>	_	<u> </u>	<u> </u>	<u> </u>	_			$\dashv$				
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			_		_	⊢	-	⊢			$\dashv$				
		-			ľ	l		l							
	<del></del>	<u></u>	<u> </u>		<u>.</u>	L_		Ļ	87,639.		0.			0.	
	Sub-total								0.		0.1			0.	
	Total from continuation sheets to Part V								87,639.		0.1			<del>0.</del>	
											<u> </u>			<del>••</del>	
2	Total number of individuals (including but n	iot ilmited to th	iose	IISTE	eo a	DOV	e) wr	10 F	eceived more than \$100	,uuu or reportable				0	
	compensation from the organization								··· •			T	Yes	No	
3	Did the organization list any former officer,	director or tri	icto	n ka	w or	nnlo	waa	0.	highest componented at	mplovee on	Г	- 1			
3	line 1a? If "Yes," complete Schedule J for s										l	3		Х	
4	For any individual listed on line 1a, is the su		-						her compensation from		" <b> </b>	<del>- ;  </del>		<del></del> -	
7	and related organizations greater than \$15	•								the organization	ı	4	- 1	х	
5	Did any person listed on line 1a receive or a								** * *	dual for services	·	7			
•	rendered to the organization? If "Yes," com	•				•		·	ico organization or many	dda 101 551 11055	1	5	ľ	Х	
Sect	tion B. Independent Contractors	picto compagn		<del></del>				÷	*************************	·					
1	Complete this table for your five highest co	mpensated inc	depe	ende	nt c	ont	racto	ors t	that received more than	\$100.000 of comp	ensa	tion fr	om		
	the organization. Report compensation for												•		
	(A)				· · · · · ·			Ī	(B)	(32		(C)	1	_	
	Name and business	address	NO	ONE	3				Description of s	ervices	Co	ompen		n	
			_				-	寸							
								-							
								7							
										-					
								- 1							
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								_						_	
								ヿ゙							
2	Total number of independent contractors (i	ncluding but n	ot l	mite	d to	tho	se lis	stec	d above) who received m	ore than					
	\$100,000 of compensation from the organi						0								
											ı	Form 9	90 (2	2013)	

Form 990 (2013) HUB, INC.
Part VIII Statement of Revenue

20-0022399

Page 9

`		Check if Schedule O conta	uns a response	or note to any lin	e in this Part VIII			<b>. . . .</b>
			•	,	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
its s	1 a	Federated campaigns	1a			-		
Contributions, Gifts, Grants and Other Similar Amounts		Membership dues	1b					
S,E		Fundraising events	1c					
ar /		- ·	1d					
& E		Government grants (contribution	· · · · · ·	107,505.				ļ
Sign		All other contributions, gifts, grants	· / ——					ļ
the st	•	similar amounts not included above		561,247.				ľ
Ēδ		Noncash contributions included in tines	•					į.
SE		Total. Add lines 1a-1f			668,752.			
<u> </u>		1 Total: Add lines (a-1)		Business Code	000,7521			<del></del>
	2 a	ADMINISTRATIVE	FRES	900099	31,755.	31,755.		
Ž,	Æ a	5565514		900099	11,940.		<del></del>	<del> </del>
Se	•	SPONSORSHIP		900099	4,250.	4,250.		<del> </del>
Program Service Revenue	d	. <del></del>		300033	1,2501	1,250.	-	<del> </del>
ğ.				<del>                                     </del>			<del></del>	<del></del>
P.		All abban and an an an an an an an an an an an an an		}				<del>                                     </del>
	1	All other program service rever			47,945.			<del></del>
	8	Total. Add lines 2a-2f			21,723.			<del> </del>
	3	Investment income (including of			1,315.	1,315.		
		other similar amounts)			1,515.	1,313.		<del> </del>
	4							<del> </del>
	5	Royalties ,					<del></del>	<del></del>
			(i) Real	(ii) Personal				
		Gross rents		<del>   </del>				Ĭ.
		Less: rental expenses						
		Rental income or (loss)					•	<b>f</b> '
		Net rental income or (loss)						<del> </del>
	/ a	Gross amount from sales of	(i) Securities	(ii) Other			•	
	_	assets other than inventory			, 1	1		r
	D	Less: cost or other basis		1				,
	_	and sales expenses					1	
		Gain or (loss)						
ı		Net gain or (loss)		<u>.</u> . <b>D</b>				<del></del>
2	8 8	Gross income from fundraising	•					
Revenue		including \$	of	l i				,
		contributions reported on line 1	•	]			-	
Other	_	Part IV, line 18	a	<del></del>	:			
₽		Less. direct expenses						ĺ
		Net income or (loss) from fundr		<del></del>		<del>                                     </del>	<del> </del>	
	3 8	Gross income from gaming act				1		
	L	Part IV, line 19	a b			ļ		ļ.
l		Less, direct expenses						ļ <sup>-</sup>
ļ		Net income or (loss) from gamir	-	· · · · · P				· · · · · · · · · · · · · · · · · · ·
l	1U a	Gross sales of inventory, less re	eturns a	]			İ	-
		and allowances				ľ.		
		Less. cost of goods sold			·			
}	<u> </u>	Net income or (loss) from sales			W 4 11 7	·	<del></del> .	
ŀ	44 :	Miscellaneous Revenue MISCELLANEOUS IN		Business Code 900099	1,079.	1,079.		l
			NCOPIE.	300033	±,0/3•	-,0,9.		
l	b	<del></del>		<del></del>				
J	C		<del></del>	<b>}</b>		<del> </del>		
i	d	• • • • •		<del></del>	1,079.			
ļ		Total. Add lines 11a-11d Total revenue. See instructions.		· · · · · · · · 【 }	719,091.	50,339.	0.	0.
33200 10-20	12_	TOTAL LEAGUAGE DES HISBUCHORS.			,	,		Form <b>990</b> (2013)

Form 990 (2013)

HUB, INC.

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) Check if Schedule O contains a response or note to any line in this Part IX (B) Do not include amounts reported on lines 6b. Total expenses Program service Fundraising Management and expenses 7b, 8b, 9b, and 10b of Part VIII expenses general expenses Grants and other assistance to governments and 30,100. 30,100 organizations in the United States. See Part IV, line 21 Grants and other assistance to individuals in the United States See Part IV, line 22 Grants and other assistance to governments. organizations, and individuals outside the United States See Part IV, lines 15 and 16 Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Other salaries and wages Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) q Other employee benefits 10 Payroll taxes . . . . .... Fees for services (non-employees). a Management 8,440. 8.440. d Lobbying ..... Professional fundraising services. See Part IV, line 17 Investment management fees Other. (If line 11g amount exceeds 10% of line 25, 440,146. 438,378. 1,768. column (A) amount, list line 11g expenses on Sch O.) 6,782. 3,297. 3,485. 12 Advertising and promotion ...... 20,141. 15,538. 4,603. 13 Office expenses . . . 16,609. 16,609. 14 Information technology ... 15 Royaltres 17,030 16,797 233. Occupancy ..... 16 17 Travel 18 Payments of travel or entertainment expenses for any federal, state, or local public officials 118,897. 114,840. 4,057. Conferences, conventions, and meetings 19 20 21 2,010. 2,010. 22 Depreciation, depletion, and amortization 1,721. 1,527. 194. Insurance 23 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.) 58,417. 58,417. COMMUNITY DEVELOPMENT 3,863. 30,824. 34,687. MISCELLANEOUS 6,655. 6,338. 317. TRAINING d LICENSES AND DUES 2,930. 6,527. 3,597. e All other expenses 22,783. <u>o.</u> 768,162. 745,379. Total functional expenses. Add lines 1 through 24e 25 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 It following SOP 98-2 (ASC 958-720)

Form 990 (2013)
Part X Balance Sheet

Part A	Check if Schedule O contains a response or note to any line in this Part X			
	, ,	(A) Beginning of year		(B) End of year
1	Cash · non-interest-bearing	619,872.	1	537,501.
2	Savings and temporary cash investments		2	
3	Pledges and grants receivable, net		3	
4	Accounts receivable, net	81,570.	4	302,972.
5	Loans and other receivables from current and former officers, directors,	'		<u> </u>
	trustees, key employees, and highest compensated employees. Complete	1		
	Part II of Schedule L		5	
6	Loans and other receivables from other disqualified persons (as defined under			
	section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing			
	employers and sponsoring organizations of section 501(c)(9) voluntary		1	
ន	employees' beneficiary organizations (see instr) Complete Part II of Sch L		6	
2 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	Notes and loans receivable, net		7	
₹   8	Inventories for sale or use		8	
9	Prepaid expenses and deferred charges		9	
10a	Land, buildings, and equipment, cost or other			
İ	basis Complete Part VI of Schedule D  Less accumulated depreciation  10a  15,624.  12,638.	•		
l t	Less accumulated depreciation 10b 12,638.	7,962.	10c	2,986.
11	Investments - publicly traded securities		11	
12	Investments - other securities. See Part IV, line 11		12	
13	Investments - program-related. See Part IV, line 11		13	
14	Intangible assets		14	_
15	Other assets See Part IV, line 11	0.	15	2,999
16	Total assets. Add lines 1 through 15 (must equal line 34)	709,404.	16	8.46,458
17	Accounts payable and accrued expenses	24,782.	17	22,176.
18	Grants payable		18	
19	Deferred revenue	516,690.	19	715,731.
20	Tax-exempt bond liabilities		20	
21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
ខ្ល 22	Loans and other payables to current and former officers, directors, trustees,		1	
	key employees, highest compensated employees, and disqualified persons	;	- 1	
	Complete Part II of Schedule L		22	
23	Secured mortgages and notes payable to unrelated third parties	6,227.	23	3,371.
24	Unsecured notes and loans payable to unrelated third parties		24	
25	Other liabilities (including federal income tax, payables to related third		1	
	parties, and other liabilities not included on lines 17-24). Complete Part X of			
	Schedule D		25	
26	Total liabilities. Add lines 17 through 25	547,699.	26	741,278.
	Organizations that follow SFAS 117 (ASC 958), check here ▶ 🛣 and	Ï	.	~
8	complete lines 27 through 29, and lines 33 and 34.	200 000		405 400
27	Unrestricted net assets	-309,203.	27	105,180.
28	Temporarily restricted net assets	470,908.	28	0.
29	Permanently restricted net assets		29	<del></del>
2	Organizations that do not follow SFAS 117 (ASC 958), check here	,		
5	and complete lines 30 through 34.			•
30	Capital stock or trust principal, or current funds		30	
31	Paid-in or capital surplus, or land, building, or equipment fund		31	
27 28 29 30 31 32	Retained earnings, endowment, accumulated income, or other funds	161 705	32	105 100
2 33	Total net assets or fund balances	161,705	33	105,180.
34	Total liabilities and net assets/fund balances	709,404.	34	846,458.

Form	990 (2013) HUB, INC.	20-002	2399	Pa	ge 12
.Pa	rt XI Reconciliation of Net Assets				
`	Check if Schedule O contains a response or note to any line in this Part XI			<u> </u>	
	, ,				
1	Total revenue (must equal Part VIII, column (A), line 12)	1			91.
2	Total expenses (must equal Part IX, column (A), line 25)	2			62.
3	Revenue less expenses. Subtract line 2 from line 1	3			71.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	163	L,7	05.
5	Net unrealized gains (losses) on investments	5			
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8		7,4	54.
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	10!	5,1	80.
Pa	rt XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII	<u> </u>	<u>.</u>		<u> </u>
1	Accounting method used to prepare the Form 990 Cash X Accrual Other			Yes	No
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule	0			ĺ
<b>2</b> a	Were the organization's financial statements compiled or reviewed by an independent accountant?		28		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewe	d on a		•	
	separate basis, consolidated basis, or both				
	Separate basis Consolidated basis Both consolidated and separate basis				ĺ
b	Were the organization's financial statements audited by an independent accountant?			X	<u> </u>
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	te basis,			
	consolidated basis, or both  X Separate basis Consolidated basis Both consolidated and separate basis				
C	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	ie audit,	1		1
	review, or compilation of its financial statements and selection of an independent accountant?	,	2c		X
	If the organization changed either its oversight process or selection process during the tax year, explain in Sch			ì	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Si	ngie Audit		1	ł
	Act and OMB Circular A-133?		3a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the requ	iired audit			
	an audita austria un cabadula O and danniha anu atama takan ta undana nuch dudita		25		i

Form **990** (2013)

#### **SCHEDULE A**

(Form 990 or 990-EZ)

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.

OMB No 1545-0047

Open to Public Inspection

Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990. Name of the organization WEST VIRGINIA COMMUNITY DEVELOPMENT HUB, INC.

Employer identification number 20-0022399

P	art'l	Reason	for Public Cha	rity Status (All organiz	zations mu	st comple	te this par	t.) See ins	tructions					_
The	organ	ization is not a	a private foundation	because it is. (For lines	1 through	11. check	only one l	oox)						
1			•	es, or association of chur	•		-	•	1_					
2	一			70(b)(1)(A)(ii). (Attach So				· · · · · · · · · · · · · · · · · · ·	,-					
3	一			pital service organization	•		170/h)/1	(AViid						
4	Ħ			operated in conjunction					165/(41/ <b>A</b> )/(	ii) Enter	the hoen	tal'e	namo	
7		city, and stat	•	operated in conjunction	WILL DITIOS	spital Gesc	AIDEO IN SE	3011011 170	401( 1)(A)(1	iii). Liittei	tile nospi	lai 3	Harrie,	
5		-		benefit of a college or u	niverety o	wood or o	nerated by	, a govern	mental un	rt docori	had in			
•	ш				illversity o	Wiled Of O	perated by	a govern	mentar un	iii uesaii	DEG III			
			(b)(1)(A)(iv). (Comp	·			- 470/51/	41/41/4.3						
7	=			nent or governmental uni										
′		-	· ·	ceives a substantial part	of its supp	oort from a	governm	ental unit o	or from the	e genera	i public de	scrit	oed in	
_			(b)(1)(A)(vi). (Comple	•										
8		-		section 170(b)(1)(A)(vi).	•		_							
9	LX.	-	•	ceives (1) more than 33						•	•		•	
			•	inctions - subject to certa	•					• •	•			∍nt
				taxable income (less sec	tion 511 ta	ex) from bu	usinesses	acquired b	by the orga	anızatıon	after June	e 30,	1975	
	$\overline{}$	See section 509(a)(2). (Complete Part III.)												
10	$\vdash$	An organization organized and operated exclusively to test for public safety. See section 509(a)(4).												
11	لــا	•	•	perated exclusively for the					•	•	•			
		more publicly	y supported organiz	ations described in secti	on 509(a)(	1) or secti	on 509(a)(a	2) See <b>se</b> e	ction <b>50</b> 9(	( <b>a)(3).</b> Cr	neck the b	ox th	at	
				organization and compl		_								
	_	a L Type I		••	ype III - Fu	-	-				on-function		_	ted
е	<u></u>	By checking	this box, I certify th	at the organization is not	controlled	durectly o	or indirectly	by one o	r more dis	qualified	i persons (	other	than	
			-	than one or more publicly		-				9(a)(1) oi	r section 5	09(a)	(2)	
f		If the organiz	ation received a wri	tten determination from t	the IRS tha	atıtısa Ty	/pe I, Type	II, or Type	e III					
		supporting of	rganization, check t	his box									L	
g	)	Since August	t 17, 2006, has the	organization accepted ar	ny gift or c	ontributio	n from any	of the foll	owing per	sons?				
		(ı) A perso	n who directly or inc	directly controls, either al	lone or tog	jether with	persons o	described	ın (II) and I	(iii) below	v,	Y	es N	lo_
		the gov	erning body of the s	supported organization?							11g(	ij.		
		(ii) A family	member of a perso	n described in (i) above?	·						11g(i	)		
		(iii) A 35% (	controlled entity of a	a person described in (i)	or (ii) abov	e?					11g(i	ii)		
h	)	Provide the f	ollowing information	about the supported or	ganization	(s).								
			-		_									
	) Name	of supported	(ii) EIN	(iii) Type of organization	(iv) Is the c	organization	(v) Did yo	notify the	(vi) is	the	(vii) Amou	int of	moneta	—
٧.		nization	(",'E"	(described on lines 1-9	n col. (i) li:	sted in your	organizat	ion in col.	organizati (ı) organiz	on in CO). red in the		прро		,
				above or IRC section	governing	document?	(i) of you	r support?	Ü.S	2 5.0				
				(see instructions))	Yes	No	Yes	No	Yes	No	1			
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_				<b>†</b>			<del>                                     </del>	<del>                                     </del>	<del> </del>	<del> </del>				
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LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule A (Form 990 or 990-EZ) 2013

Sch	edule A (Form 990 or 990·EZ) 2013						Page 2
Pa	rt II Support Schedule for C	_					-
•	(Complete only if you checked			_	on failed to qualify	under Part III. If the	e organization
~	fails to qualify under the tests	iisted below, pier	ise complete Part	··· <i>)</i>			
_	ction A. Public Support		1	T		T	
	ndar year (or fiscal year beginning in)	(a) 2009	<b>(b)</b> 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")						
2	Tax revenues levied for the organ- ization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge						
4	Total. Add lines 1 through 3						
5	The portion of total contributions by each person (other than a governmental unit or publicly	,	,				
	supported organization) included						
	on line 1 that exceeds 2% of the				İ		
	amount shown on line 11,				]	ŀ	
	column (f)			· ·	1		
6	Public support. Subtract line 5 from line 4		;			-	
Sec	ction B. Total Support		<del></del>	· · · · · · · · · · · · · · · · · · ·	<del></del> -	<del></del>	·
Cale	ndar year (or fiscal year beginning in)	(a) 2009	<b>(b)</b> 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
7	Amounts from line 4						
8	Gross income from interest,						
	dividends, payments received on securities loans, rents, royalties						
	and income from similar sources						
9	Net income from unrelated business						
	activities, whether or not the						
	business is regularly carried on .					. <u> </u>	
10	Other income Do not include gain				ł		
	or loss from the sale of capital			1		:	
	assets (Explain in Part IV.)		<del></del>	- 1000 00			
	Total support. Add lines 7 through 10				L		
	Gross receipts from related activities, e	•				12	
13	First five years. If the Form 990 is for the		s first, second, thir	a, rourth, or fifth to	ax year as a sectio	n 501(0)(3)	_
Sec	organization, check this box and stop ction C. Computation of Public	nere Support Pe	rcentage		<del> </del>	·· ··· <u>vp.,. • • • • • • • •</u>	<u></u> ▶□□
	Public support percentage for 2013 (lir			olumn (f)		14	%
	Public support percentage from 2012					15	%
	33 1/3% support test - 2013. If the or					nore, check this bo	x and

stop here. The organization qualifies as a publicly supported organization b 33 1/3% support test - 2012. 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

17a 10% -facts-and-circumstances test - 2013. 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 - 2012. 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 . . . . .

and stop here. The organization qualifies as a publicly supported organization

ሚያስተጠጠቀው የሚያስቀው የሚያስቀው ተመሰነት መደግ የተመለከት አስተመለስት አስተመለከት መስመስት መስከተጠጠብ ነገር ነው።

#### Part III | 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 )

Se	ction A. Public Support	ciow, picase comp	Sictor art in j	····	<del></del>		
Cale	endar year (or fiscal year beginning in)	(a) 2009	<b>(b)</b> 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
1	Gifts, grants, contributions, and	•					
	membership fees received. (Do not						
	include any "unusual grants.")	289,813.	690,677.	658,044.	104,563.	668,752.	2411849.
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose		44,328.	65,921.	16,413.	47,945.	174,607.
3	Gross receipts from activities that						
3	are not an unrelated trade or bus- iness under section 513						
4	Tax revenues levied for the organ-				_		
	ization's benefit and either paid to			1			
	or expended on its behalf						
5	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
6	Total. Add lines 1 through 5	289,813.	735,005.	723,965.	120,976.	716,697.	2586456.
7:	a Amounts included on lines 1, 2, and						
	3 received from disqualified persons					·	0.
ı	no Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the						
	amount on line 13 for the year				·		0.
	Add lines 7a and 7b						0. 2586456.
	Public support (Subtract line 7c from line 6) ction B. Total Support						2300430.
_	endar year (or fiscal year beginning in)	(a) 2009	<b>(b)</b> 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
	Amounts from line 6	(a) 2009 289,813.	735,005.	(c) 2011 723, 965.	120,976.	716,697.	2586456.
	a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	198.	965.	189.	2,307.	1,315.	4,974.
ŀ	Unrelated business taxable income		-				
-	(less section 511 taxes) from businesses acquired after June 30, 1975						
	Add lines 10a and 10b	198.	965.	189.	2,307.	1,315.	4,974.
	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)					1,079.	1,079.
13	Total support. (Add lines 9, 10c, 11, and 12.)	290,011.	735,970.	724,154.	123,283.	719,091.	2592509.
14	First five years. If the Form 990 is for	the organization's	first, second, thir	d, fourth, or fifth ta	x year as a section	n 501(c)(3) organiz	ation,
	check this box and stop here						<u></u>
Se	ction C. Computation of Publ	ic Support Per	rcentage	. <u></u>			
15	Public support percentage for 2013 (I	ine 8, column (f) di	vided by line 13, c	olumn (f))		15	99.77 %
16	Public support percentage from 2012	Schedule A, Part	III, line 15			16	99.72 %
Se	ction D. Computation of Inves						
17	Investment income percentage for 20			e 13, column (f))		17	.19 %
18	Investment income percentage from					18	.28 %
198	a 33 1/3% support tests - 2013. If the						7 is not
	more than 33 1/3%, check this box at						▶ 🗶
t	33 1/3% support tests - 2012. If the						
	line 18 is not more than 33 1/3%, che						· · ► H
20	Private foundation If the grosnization	n did not check a	box on line 14, 19:	a. or 19b. check th	ns box and see ins	iructions	. ▶∟

מודודות מותם ה-משנת מות מדונות מינונות אול המתונה מינונות אולה מתונה מינונות מינונות אולה מינונות מינונות אולה מינונות מינונות מינונות אולה מינונות מינונות אולה מינונות מינונות אולה מותבל התוכנות התוכנות את התוכנות את התוכנות את התוכנות

Schedule A	(Form 990 or 990-EZ) 2013 HUB, INC.	20-0022399 Page 4
Part IV	(Form 990 or 990-EZ) 2013 HUB, INC.  Supplemental Information. 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).	
	Also complete this part for any additional information (occurs instructions).	<del></del>
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#### **SCHEDULE D** (Form 990)

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.

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/lorm990.

Open to Public Inspection

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

Name of the organization

WEST VIRGINIA COMMUNITY DEVELOPMENT TNC.

Employer identification number 20-0022399

Pa	rt I Organizations Maintaining Donor Advised Funds or Other Similar Funds or	Accounts. Complete if the
_	organization answered "Yes" to Form 990, Part IV, line 6.	
	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate contributions to (during year)	
3	Aggregate grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised fi	unds
_	are the organization's property, subject to the organization's exclusive legal control?	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used	
•	for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose control	
	ımpermissible prıvate benefit?	
Pa	rt II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part I	V, line 7.
1	Purpose(s) of conservation easements held by the organization (check all that apply).	<u> </u>
•	Preservation of land for public use (e.g., recreation or education)  Preservation of an historic	cally important land area
	Protection of natural habitat  Preservation of a certified	• •
	Preservation of open space	
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a	conservation easement on the last
_	day of the tax year.	
	out of the tax your.	Held at the End of the Tax Year
А	Total number of conservation easements	2a
	Total acreage restricted by conservation easements	
-	Number of conservation easements on a certified historic structure included in (a)	2c
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure	
	listed in the National Register	2d
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by the org	
_	year▶	
4	Number of states where property subject to conservation easement is located	
5	Does the organization have a written policy regarding the periodic monitoring, inspection, handling of	
	violations, and enforcement of the conservation easements it holds?	Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during	
7	Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the	
8	Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4	
	and section 170(h)(4)(B)(ii)?	Yes No
9	In Part XIII, describe how the organization reports conservation easements in its revenue and expense state	tement, and balance sheet, and
	include, if applicable, the text of the footnote to the organization's financial statements that describes the	
	conservation easements.	
Pai	rt: III Organizations Maintaining Collections of Art, Historical Treasures, or Othe	r Similar Assets.
<u> </u>	Complete if the organization answered "Yes" to Form 990, Part IV, line 8.	
1a	If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement	and balance sheet works of art,
	historical treasures, or other similar assets held for public exhibition, education, or research in furtherance	
	the text of the footnote to its financial statements that describes these items.	
b	If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and	balance sheet works of art, historical
	treasures, or other similar assets held for public exhibition, education, or research in furtherance of public	
	relating to these items.	
	(i) Revenues included in Form 990, Part VIII, line 1	> \$
	(ii) Assets included in Form 990, Part X	
2	If the organization received or held works of art, historical treasures, or other similar assets for financial gain	n, provide
-	the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items.	
а	Revenues included in Form 990, Part VIII, line 1	▶ \$
	Assets included in Form 990, Part X	<b>.</b> •

	dule D (Form 990) 2013 HUB, INC						22399 Page 2
Pai	t'III Organizations Maintaining C						
3	Using the organization's acquisition, accessing	on, and other record	s, check any of th	e following that a	re a sign	ificant use of its	collection items
	(check all that apply).	,					
а	Public exhibition	d	Loan or ex	change program:	s		
b	Scholarly research	е	Other				
C	Preservation for future generations						
4	Provide a description of the organization's co	ollections and explain	n how they further	the organization'	's exemp	t purpose in Par	t XIII
5	During the year, did the organization solicit or	r receive donations o	of art, historical tre	easures, or other s	sımılar as	sets	_
	to be sold to raise funds rather than to be ma						Yes No
Par	t IV. Escrow and Custodial Arrang	-	te if the organizat	ion answered "Ye	s" to Fo	rm 990, Part IV, I	line 9, or
	reported an amount on Form 990, Par						<del></del>
1a	Is the organization an agent, trustee, custodi	an or other intermed	lary for contribute	ons or other asset	ts not inc	cluded	
	on Form 990, Part X?					<i></i>	」Yes       No
þ	If "Yes," explain the arrangement in Part XIII	and complete the fol	llowing table				
							Amount
C	Beginning balance					1c	
d	Additions during the year				•	1d	
e	Distributions during the year				•	1e	
f	Ending balance					1f	
	Did the organization include an amount on Fe						J Yes
<u>b</u>	If "Yes," explain the arrangement in Part XIII.					<del></del>	<u></u>
Pai	t V. Endowment Funds. Complete it	the organization an	swered "Yes" to F				· · · · · · · · · · · · · · · · · · ·
	)	(a) Current year	(b) Prior year	(c) Two years b	ack (d)	Three years back	(e) Four years back
18	Beginning of year balance		_				
b	Contributions						
C	Net investment earnings, gains, and losses						
d	Grants or scholarships						
е	Other expenditures for facilities				ł		
	and programs		·				
f	Administrative expenses			<del>-</del>			
9	End of year balance						
2	Provide the estimated percentage of the curr		e (line 1g, column	(a)) held as.			
а	Board designated or quasi-endowment		_%				
b	Permanent endowment	%					
С	Temporarily restricted endowment	%					
	The percentages in lines 2a, 2b, and 2c should						
3a	Are there endowment funds not in the posse	ssion of the organiza	ation that are held	and administered	for the	organization	[ ]
	by:						. Yes No
	(i) unrelated organizations				•		3a(i)
	(ii) related organizations						3a(ii)
b	If "Yes" to 3a(II), are the related organizations				··· ·· · · · ·		3b
4	Describe in Part XIII the intended uses of the tVI Land, Buildings, and Equipm		wment lunds.				
Pai			Dark IV line 44 a	Can Form 000 D	and V lina	. 10	
	Complete if the organization answered			st or other		mulated	(d) Book value
	Description of property	(a) Cost or of basis (investm	1 ' '	s (other)		ciation	(d) Book value
	Land	<del></del>	Jasi	(01.101)	- Jopie		
	Land	•				<del></del>	
	Buildings	· ·					
	Leasehold improvements		<del></del>	15,624.	1	2,638.	2,986.
	Equipment	···				_,,	2,500.
	Other Add lines 1a through 1e (Column (d) must e	ual Form 990 Part	X column (R) line	10(c))		<u> </u>	2,986.

WEST VIRGINIA COMMUNITY DEVELOPMENT 20-0022399 Page 3 HUB, INC. Schedule D (Form 990) 2013 Part VII Investments - Other Securities. Complete if the organization answered "Yes" to Form 990, Part IV, line 11b. See Form 990, Part X, line 12. (c) Method of valuation. Cost or end-of-year market value (a) Description of security of category (including name of security) (b) Book value (1) Financial derivatives (3) Other (B) (C) (D) (E) (F) (G) (H) Total. (Col (b) must equal Form 990, Part X, col. (B) line 12 ) Part VIII Investments - Program Related. Complete if the organization answered "Yes" to Form 990, Part IV, line 11c. See Form 990, Part X, line 13. (c) Method of valuation: Cost or end-of-year market value (a) Description of investment (b) Book value (1)(2)(3)(4) (5) (6)(7) (8) Total. (Col. (b) must equal Form 990, Part X; col. (B) line 13.) Other Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 11d. See Form 990, Part X, line 15. (b) Book value (a) Description (1) (2) (3) (4) (5) (6) (7) (8)

Part	X Other Liabilities.		
	Complete if the organization answered "Yes" to Form 990	), Part IV, line 11e or 11f. See Form 990, Part	X, line 25
1.	(a) Description of liability	(b) Book value	
(1)	Federal income taxes		
(2)		· · · · · · · · · · · · · · · · · · ·	
(3)		,	
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
T-4-1	(California (h.) must amust Form 000, Port V, col. (P.) line 26.)	<b>►</b> I	

Total, (Column (b) must equal Form 990, Part X, col. (B) line 15.)

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

20-0022399 Page 4 Schedule D (Form 990) 2013 HUB, INC. Part XI | Reconciliation of Revenue per Audited Financial Statements With Revenue per Return. Complete if the organization answered "Yes" to Form 990, Part IV, line 12a 719,091. Total revenue, gains, and other support per audited financial statements 2 Amounts included on line 1 but not on Form 990, Part VIII, line 12: a Net unrealized gains on investments 2a c Recoveries of prior year grants d Other (Describe in Part XIII ) <u>2₫</u> e Add lines 2a through 2d 719,091. Subtract line 2e from line 1 3 Amounts included on Form 990, Part VIII, line 12, but not on line 1 a Investment expenses not included on Form 990, Part VIII, line 7b **b** Other (Describe in Part XIII.) c Add lines 4a and 4b Total revenue. Add lines 3 and 4c. (This must equal Form 990; Part I, line 12.) 5 Part XII | Reconciliation of Expenses per Audited Financial Statements With Expenses per Return. Complete if the organization answered "Yes" to Form 990, Part IV, line 12a. Total expenses and losses per audited financial statements ..... 768,162. 2 Amounts included on line 1 but not on Form 990, Part IX, line 25 a Donated services and use of facilities 2b **b** Prior year adjustments ...... c Other losses \_\_\_\_\_\_. e Add lines 2a through 2d ... 20 768,162. 3 Subtract line 2e from line 1 4 Amounts included on Form 990, Part IX, line 25, but not on line 1 a Investment expenses not included on Form 990, Part VIII, line 7b **b** Other (Describe in Part XIII ) c Add lines 4a and 4b 768,162. 5 Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18:) .... Part'XIII Supplemental Information. 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 XI, line 2; Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

## SCHEDULE I

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

Complete if the organization answered "Yes" to Form 990, Part IV, line 21 or 22.

Attach to Form 990.

Department of the Treasury Internal Revenue Service

Information about Schedule I (Form 990) and its instructions is at www.irs.gov/torm990.

	HUB, INC.		UNITY DEVE	LOPMENT			
Part I	General Information on Grants a						
1 Do	es the organization maintain records	to substantiate th	e amount of the grant	s or assistance, the	grantees' eligibili	ty for the grants or as	sistance, and t
	eria used to award the grants or assis						
	scribe in Part IV the organization's pro						
Part II	Grants and Other Assistance to					anization answered "	Yes" to Form 9
1 (a)	recipient that received more than to Name and address of organization or government	\$5,000. Part II car (b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Descrip non-cash ass
COLLEGE	ONT COMMUNITY AND TECHNICAL						
100 - M	ONTGOMERY, WV 25136	27-1980955	501(C)(3)	16,061.	0.	CASH	<b>_</b>
	<u></u>						
	er total number of section 501(c)(3) a er total number of other organization			he line 1 table			

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

SEE PART IV FOR COLUMN (H) DESCRIPTIONS

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Schedule I (Form 990) (2013)

HUB, INC.

(a) Type of grant or assistance ,	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non- cash assistance	(e) Method of valuation (book, FMV, appraisal, other)
Part IV Supplemental Information. Provide the information	on required In Part I, lin	e 2, Part III, colum	n (b), and any other a	dditional information.
PART II, LINE 1, COLUMN (H):	<del></del>			
NAME OF ORGANIZATION OR GOVERNM	ENT:			
BRIDGEMONT COMMUNITY AND TECHNI	CAL COLLEGE			
(H) PURPOSE OF GRANT OR ASSISTA	NCE: PROVID	ING BUSIN	ESSES, GOVE	RNMENTS,
AND INDIVIDUALS WITH TRAINING A	ND TECHNICAL	L ASSISTA	NCE ON HOW	TO BECOME
MORE SUSTAINABLE, AND HOW TO IM	PROVE THEIR	ECONOMIC	, ENVIRONME	NTAL AND
SOCIAL BOTTOM LINES.				

<u>Նազգարարարարի</u>ներումը այդ դարարարգություն բույրանին այդ այդ այդ արդարարարարարարարգում որ արդարարարարարար

#### SCHEDULE O (Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

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Supplemental Information to Form 990 or 990-EZ complete to provide information for responses to specific questions on

Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or 990-EZ.

2013
Open to Public Inspection

Name of the organization

► Information about Schedule Q (Form: 990 or 990-EZ) and its instructions is at www. us. gov/form: 990 or 990-EZ) and 100 or 990-EZ) and

Employer identification number 20-0022399

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: DEVELOPMENT RESPECTFUL OF LOCAL CULTURE AND VALUES. FORM 990, PART VI, SECTION B, LINE 11: EXPLANATION: THE FORM 990 IS REVIEWED BY THE EXECUTIVE DIRECTOR AND MEMBERS OF THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS PRIOR TO SIGNING AND FILING WITH THE INTERNAL REVENUE SERVICE. FORM 990, PART VI, SECTION B, LINE 12C: EXPLANATION: ANNUALLY THE CONFLICT OF INTEREST POLICY IS DISTRIBUTED AND EXPLAINED TO ALL BOARD MEMBERS. PRIOR TO EACH DISCUSSION AND VOTE, BOARD MEMBERS ARE ASKED TO DISCLOSE CONFLICTS OF INTEREST. FOR EACH CONFLICT DISCLOSED TO THE CHAIR THE CHAIR WILL DETERMINE WHAT ACTION IS NECESSARY. AT THE VERY LEAST. THE BOARD MEMBER WITH A CONFLICT MUST RECUSE HIM OR HERSELF FROM DISCUSSION AND VOTING ON THE MATTER AT HAND. SOME CONFLICTS MIGHT RESULT IN NECESSITY FOR THE BOARD MEMBER TO RESIGN THEIR POSITION ON THE ORGANIZATIONS EXECUTIVE DIRECTOR WILL MONITOR THE BOARD OF DIRECTORS. PROPOSED ON-GOING TRANSACTIONS FOR CONFLICTS OF INTEREST AND DISCLOSE THEM TO THE BOARD CHAIR IN ORDER TO DEAL WITH POTENTIAL CONFLICTS, WHETHER DISCOVERED BEFORE OR AFTER THE TRANSACTION HAS OCCURRED. FORM 990, PART VI, SECTION B, LINE 15: EXPLANATION: THE EXECUTIVE COMMITTEE PERFORMS AN ANNUAL REVIEW OF THE EXECUTIVE DIRECTOR AND IF THE AGENCY'S FINANCIAL CONDITION ALLOWS, MAKES RECOMMENDATIONS FOR SALARY INCREASES BASED ON AMOUNTS PAID TO EXECUTIVES OF

SIMILAR ORGANIZATIONS.

THE EXECUTIVE COMMITTEE'S DECISIONS ARE DOCUMENTED

Schedule O (Form 990 or 990-EZ) (2013)  Name of the organization WEST VIRGINIA COMMUNITY DEVELOPMENT  HUB, INC.	Page 2 Employer identification number 20 - 0022399					
IN MINUTES THAT ARE KEPT ON FILE. THE EXECUTIVE DIRECTOR	EVALUATES ALL					
OTHER EMPLOYEES AND MAKES RECOMMENDATIONS OF THE BOARD OF	DIRECTORS					
REGARDING SALARY AND COMPENSATION FOR OTHER EMPLOYEES BAS	ED ON COMPARABLE					
POSITIONS IN SIMILAR ORGANIZATIONS. THE ORGANIZATION LEA	SES ITS EMPLOYEES					
FROM A PERSONNEL FIRM (EIN RESOURCES, LLC) WHO PROVIDES P	ERSONNEL					
MANAGEMENT, BENEFITS MANAGEMENT, BENEFITS MANAGEMENT AND	PAYMENT AND FILING					
OF PAYROLL RETURNS. EIN RESOURCES, LLC UTILIZES THE HUBS	PERSONNEL					
POLICIES AS PROVIDED BY THE BOARD OF DIRECTORS AND PAYS T	HE EMPLOYEES BASED					
UPON THE AMOUNTS AUTHORIZED BY THE HUBS BOARD.						
FORM 990, PART VI, SECTION C, LINE 19:						
EXPLANATION: THE ORGANIZATION MAKES ITS 990 AND FORM 1023	AVAILABLE UPON					
REQUEST AT ITS OFFICE IN STONEWOOD, WV. AT SOME FUTURE D	REQUEST AT ITS OFFICE IN STONEWOOD, WV. AT SOME FUTURE DATE, THE HUB MAY					
MAKE THE FORM 990 AVAILABLE ON ITS WEBSITE.						
FORM 990, PART IX, LINE 11G, OTHER FEES:						
LEASED PERSONNEL COSTS:						
PROGRAM SERVICE EXPENSES	243,912.					
MANAGEMENT AND GENERAL EXPENSES	1,768.					
FUNDRAISING EXPENSES	0.					
TOTAL EXPENSES	245,680.					
CONSULTANTS:						
PROGRAM SERVICE EXPENSES	194,466.					
MANAGEMENT AND GENERAL EXPENSES	0.					
FUNDRAISING EXPENSES	0.					

194,466.

440,146.

Schedule O (Form 990 or 990-EZ) (2013)

TOTAL EXPENSES