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Form **990**Department of the Treasury  
Internal Revenue Service**Return of Organization Exempt From Income Tax**  
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except 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](http://www.irs.gov/form990).

OMB No. 1545-0047

**2013**Open to Public  
Inspection**A** For the 2013 calendar year, or tax year beginning and ending**B** Check if applicable

- ☐ Address change  
☐ Name change  
☐ Initial return  
☐ Terminated  
☒ Amended return  
☐ Application pending

**C** Name of organization**FLORIDA ASSOCIATION OF REALTORS, INC.**Doing Business As **FLORIDA REALTORS**

Number and street (or P.O. box if mail is not delivered to street address)

**P.O. BOX 725025**

Room/suite

City or town, state or province, country, and ZIP or foreign postal code

**ORLANDO, FL 32872-5025****F** Name and address of principal officer: **DAVID GARRISON  
SAME AS C ABOVE****D** Employer identification number**59-0245475****E** Telephone number**407-587-1435****G** Gross receipts \$ **24,974,734.****H(a)** Is this a group returnfor subordinates? ☐ Yes ☒ No**H(b)** Are all subordinates included? ☐ Yes ☐ No

If "No," attach a list. (see instructions)

**H(c)** Group exemption number**I** Tax-exempt status ☐ 501(c)(3) ☒ 501(c)( 6 ) (insert no.) ☐ 4947(a)(1) or ☐ 527**J** Website: **WWW.FLORIDAREALTORS.ORG****K** Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other**L** Year of formation: **1970** **M** State of legal domicile: **FL****Part I Summary**

<b>1</b> Briefly describe the organization's mission or most significant activities: <b>SUPPORTING THE REAL ESTATE INDUSTRY IN FLORIDA.</b>	
<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	
<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>479</b>
<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>479</b>
<b>5</b> Total number of individuals employed in calendar year 2013 (Part V, line 2a)	<b>147</b>
<b>6</b> Total number of volunteers (estimate if necessary)	<b>0</b>
<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>2,292,282.</b>
<b>b</b> Net unrelated business taxable income from Form 990-T, line 34	<b>-907,488.</b>
<b>8</b> Contributions and grants (Part VIII, line 1h)	<b>0.</b>
<b>9</b> Program service revenue (Part VIII, line 2g)	<b>16,405,756.</b>
<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	<b>25,840.</b>
<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	<b>1,510,106.</b>
<b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	<b>17,941,702.</b>
<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)	<b>112,322.</b>
<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)	<b>0.</b>
<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	<b>8,243,623.</b>
<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)	<b>0.</b>
<b>b</b> Total fundraising expenses (Part IX, column (D), line 25)	<b>0.</b>
<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	<b>13,577,128.</b>
<b>18</b> Total expenses - Add lines 13-17 (must equal Part IX, column (A), line 25)	<b>21,933,073.</b>
<b>19</b> Revenue less expenses. Subtract line 18 from line 12	<b>-3,991,371.</b>
<b>20</b> Total assets (Part X, line 16)	<b>18,112,955.</b>
<b>21</b> Total liabilities (Part X, line 26)	<b>4,474,724.</b>
<b>22</b> Net assets or fund balances. Subtract line 21 from line 20	<b>13,638,231.</b>

**Part II Signature Block**

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

Sign  
Here

Signature of officer

Date

**DAVID GARRISON, CFO**

Type or print name and title

Paid

Preparer

Use Only

Print/Type preparer's name

**THERESA A. BURDINE, CPA**

Preparer's signature

Date

Check  
if  
self-employed

PTIN

**P00362629**

Firm's name

**MCGLADREY LLP**

Firm's EIN

**42-0714325**

Firm's address

**7351 OFFICE PARK PL  
MELBOURNE, FL 32940**Phone no. **321-751-6200**

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

☒ Yes ☐ No

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**Part III Statement of Program Service Accomplishments**Check if Schedule O contains a response or note to any line in this Part III ☐**1** Briefly describe the organization's mission.**SUPPORTING THE REAL ESTATE INDUSTRY IN FLORIDA.****2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No


If "Yes," describe these new services on Schedule O

**3** Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

**4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.**4a** (Code \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)  
**FURTHERANCE OF THE REAL ESTATE INDUSTRY IN FLORIDA. PUBLICATIONS**  
**INCLUDE THE "FLORIDA REALTOR" MAGAZINE.****4b** (Code \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)**4c** (Code \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)**4d** Other program services (Describe in Schedule O)

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

**4e** Total program service expenses 

**Part IV Checklist of Required Schedules**

	Yes	No
<b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>		<b>X</b>
<b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?		<b>X</b>
<b>3</b> Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	<b>X</b>	
<b>4</b> <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		
<b>5</b> Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>	<b>X</b>	
<b>6</b> Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		<b>X</b>
<b>7</b> Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		<b>X</b>
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		<b>X</b>
<b>9</b> 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? <i>If "Yes," complete Schedule D, Part IV</i>		<b>X</b>
<b>10</b> Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		<b>X</b>
<b>11</b> 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.		
<b>a</b> Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	<b>X</b>	
<b>b</b> Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		<b>X</b>
<b>c</b> Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		<b>X</b>
<b>d</b> Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		<b>X</b>
<b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	<b>X</b>	
<b>f</b> Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	<b>X</b>	
<b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	<b>X</b>	
<b>b</b> Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		<b>X</b>
<b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		<b>X</b>
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States?		<b>X</b>
<b>b</b> Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		<b>X</b>
<b>15</b> 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? <i>If "Yes," complete Schedule F, Parts II and IV</i>		<b>X</b>
<b>16</b> 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? <i>If "Yes," complete Schedule F, Parts III and IV</i>		<b>X</b>
<b>17</b> Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		<b>X</b>
<b>18</b> Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		<b>X</b>
<b>19</b> Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		<b>X</b>
<b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		<b>X</b>
<b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		

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**Part IV Checklist of Required Schedules** (continued)

	Yes	No
<b>21</b> Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	<b>X</b>	
<b>22</b> Did the organization report more than \$5,000 of grants or other assistance to individuals in the United States on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III		<b>X</b>
<b>23</b> 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	<b>X</b>	
<b>24a</b> 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 25a		<b>X</b>
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
<b>25a</b> <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		
<b>b</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		
<b>26</b> 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, complete Schedule L, Part II		<b>X</b>
<b>27</b> 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		<b>X</b>
<b>28</b> 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):		
<b>a</b> A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV		<b>X</b>
<b>b</b> A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV		<b>X</b>
<b>c</b> 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		<b>X</b>
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M		<b>X</b>
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		<b>X</b>
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		<b>X</b>
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		<b>X</b>
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	<b>X</b>	
<b>34</b> 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	<b>X</b>	
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)?		<b>X</b>
<b>b</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		
<b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2		
<b>37</b> 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		<b>X</b>
<b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?	<b>X</b>	

**Note.** All Form 990 filers are required to complete Schedule OForm **990** (2013)

**Part V** Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

		Yes	No
<b>1a</b>	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.		
<b>1b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.		
<b>c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
<b>2a</b>	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>b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	X	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year?	X	
<b>b</b>	If "Yes," has it filed a Form 990-T for this year? If "No," to line 3b, provide an explanation in Schedule O.	X	
<b>4a</b>	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
<b>b</b>	If "Yes," enter the name of the foreign country: <u>See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.</u>		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
<b>b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
<b>c</b>	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
<b>6a</b>	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?		X
<b>b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
<b>a</b>	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?		
<b>b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
<b>c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		
<b>d</b>	If "Yes," indicate the number of Forms 8282 filed during the year.		
<b>e</b>	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
<b>f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		
<b>g</b>	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
<b>h</b>	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</b> Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
<b>9</b>	<b>Sponsoring organizations maintaining donor advised funds.</b>		
<b>a</b>	Did the organization make any taxable distributions under section 4966?		
<b>b</b>	Did the organization make a distribution to a donor, donor advisor, or related person?		
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter:		
<b>a</b>	Initiation fees and capital contributions included on Part VIII, line 12.		
<b>b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter:		
<b>a</b>	Gross income from members or shareholders.		
<b>b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?		
<b>b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		
<b>13</b>	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
<b>a</b>	Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O.		
<b>b</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.		
<b>c</b>	Enter the amount of reserves on hand.		
<b>14a</b>	Did the organization receive any payments for indoor tanning services during the tax year?		X
<b>b</b>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.		

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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**Section A. Governing Body and Management**

	Yes	No
<b>1a</b> 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.	479	
<b>b</b> Enter the number of voting members included in line 1a, above, who are independent	479	
<b>2</b> 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?	X	
<b>3</b> 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?		X
<b>4</b> Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
<b>5</b> Did the organization become aware during the year of a significant diversion of the organization's assets?		X
<b>6</b> Did the organization have members or stockholders?		X
<b>7a</b> 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?		X
<b>b</b> Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
<b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
<b>a</b> The governing body?	X	
<b>b</b> Each committee with authority to act on behalf of the governing body?	X	
<b>9</b> 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		X

**Section B. Policies** (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No
<b>10a</b> Did the organization have local chapters, branches, or affiliates?	X	
<b>b</b> If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	X	
<b>11a</b> Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?		X
<b>b</b> Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
<b>12a</b> Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
<b>b</b> Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
<b>c</b> Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	X	
<b>13</b> Did the organization have a written whistleblower policy?	X	
<b>14</b> Did the organization have a written document retention and destruction policy?	X	
<b>15</b> 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?		
<b>a</b> The organization's CEO, Executive Director, or top management official	X	
<b>b</b> Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)	X	
<b>16a</b> Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
<b>b</b> If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

**Section C. Disclosure**

**17** List the states with which a copy of this Form 990 is required to be filed **FL**

**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) available for public inspection. Indicate how you made these available. Check all that apply.  
☒ Own website    ☐ Another's website    ☐ Upon request    ☐ Other (explain in Schedule O)

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

**20** State the name, physical address, and telephone number of the person who possesses the books and records of the organization: **DAVID B. GARRISON - 407-438-1400**  
**7025 AUGUSTA NATIONAL BLVD., ORLANDO, FL 32822**



**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.

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) DEAN ASHER PRESIDENT	8.00	X		X				0.	0.	0.
(2) SHERRI MEADOWS PRESIDENT ELECT	8.00	X		X				0.	0.	0.
(3) ANDREW BARBAR VICE PRESIDENT	8.00	X		X				0.	0.	0.
(4) MATEY VEISSI TREASURER	8.00	X		X				0.	0.	0.
(5) MARIA WELLS SECRETARY	8.00	X		X				0.	0.	0.
(6) GIA ARVIN DISTRICT 1 VP	3.00	X						0.	0.	0.
(7) ELLEN DARDEN DISTRICT 2 VP	3.00	X						0.	0.	0.
(8) LAUREN CONNOLLY DISTRICT 3 VP	3.00	X						0.	0.	0.
(9) BOB CARDENAS DISTRICT 4 VP	3.00	X						0.	0.	0.
(10) GARY VERWILT DISTRICT 5 VP	3.00	X						0.	0.	0.
(11) FREDERIC SAMSON DISTRICT 6 VP	3.00	X						0.	0.	0.
(12) GREGORY LORD DISTRICT 7 VP	3.00	X						0.	0.	0.
(13) LUCRETIA THOMAS DISTRICT 8 VP	3.00	X						0.	0.	0.
(14) DENIS MCKINNON DISTRICT 9 VP	3.00	X						0.	0.	0.
(15) ARTHUR MATTSON DISTRICT 10 VP	3.00	X						0.	0.	0.
(16) JAMES "JIM" HEIDISCH DISTRICT 11 VP	3.00	X						0.	0.	0.
(17) GREG ROKEH DISTRICT 12 VP	3.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) STEPHEN LINGLEY DISTRICT 13 VP	3.00	X						0.	0.	0.
(19) JESSE ACEVEDO BOARD MEMBER	0.50	X						0.	0.	0.
(20) KEVIN ACKER BOARD MEMBER	0.50	X						0.	0.	0.
(21) BEN ACOCK BOARD MEMBER	0.50	X						0.	0.	0.
(22) JOAN ALIPO BOARD MEMBER	0.50	X						0.	0.	0.
(23) MARGARET ALLEN BOARD MEMBER	0.50	X						0.	0.	0.
(24) PABLO ALVAREZ BOARD MEMBER	0.50	X						0.	0.	0.
(25) ISREAL AMEIJERAS BOARD MEMBER	0.50	X						0.	0.	0.
(26) BENJAMIN ANDERSON BOARD MEMBER	0.50	X						0.	0.	0.
<b>1b Sub-total</b>								0.	0.	0.
<b>c Total from continuation sheets to Part VII, Section A</b>								1,373,125.	0.	123,500.
<b>d Total (add lines 1b and 1c)</b>								1,373,125.	0.	123,500.

**2** Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **7**

- 3** Did the organization list any **former** officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4** For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5** Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3		X
4	X	
5		X

**Section B. Independent Contractors**

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

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

**2** Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **0**

SEE PART VII, SECTION A CONTINUATION SHEETS

Form 990 (2013)

**Part VIII** Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1 a</b> Federated campaigns	<b>1a</b>					
	<b>b</b> Membership dues	<b>1b</b>					
	<b>c</b> Fundraising events	<b>1c</b>					
	<b>d</b> Related organizations	<b>1d</b>					
	<b>e</b> Government grants (contributions)	<b>1e</b>					
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b>					
	<b>g</b> Noncash contributions included in lines 1a-1f \$						
	<b>h Total.</b> Add lines 1a-1f						
<b>Program Service Revenue</b>	<b>2 a</b> MEMBER DUES		Business Code	900099	15,869,543.	15,869,543.	
	<b>b</b> SERVICE FEES			900099	1,675,890.	1,675,890.	
	<b>c</b> FLORIDA REALTOR MAGAZINE			541800	397,686.	397,686.	
	<b>d</b> CONVENTIONS, EXHIBIT			900099	326,306.	326,306.	
	<b>e</b> OTHER ADVERTISING			541800	202,565.	202,565.	
	<b>f</b> All other program service revenue			900099	156,992.	156,992.	
	<b>g Total.</b> Add lines 2a-2f				18,628,982.		
	<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts)				383,845.	
<b>4</b> Income from investment of tax-exempt bond proceeds							
<b>5</b> Royalties				16,141.	16,141.		
<b>6 a</b> Gross rents		(i) Real	(ii) Personal				
<b>b</b> Less: rental expenses		10,315.	0.				
<b>c</b> Rental income or (loss)		10,315.					
<b>d</b> Net rental income or (loss)				10,315.		10,315.	
<b>7 a</b> Gross amount from sales of assets other than inventory		(i) Securities	(ii) Other				
<b>b</b> Less: cost or other basis and sales expenses		5,491,983.	99,993.				
<b>c</b> Gain or (loss)		5,153,829.	81,712.				
<b>d</b> Net gain or (loss)		338,154.	18,281.				
<b>8 a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18							
<b>b</b> Less: direct expenses							
<b>c</b> Net income or (loss) from fundraising events							
<b>9 a</b> Gross income from gaming activities. See Part IV, line 19							
<b>b</b> Less: direct expenses							
<b>c</b> Net income or (loss) from gaming activities							
<b>10 a</b> Gross sales of inventory, less returns and allowances							
<b>b</b> Less: cost of goods sold							
<b>c</b> Net income or (loss) from sales of inventory							
<b>Miscellaneous Revenue</b>		Business Code					
<b>11 a</b> OTHER REVENUE			900099	343,475.	343,475.		
<b>b</b>							
<b>c</b>							
<b>d</b> All other revenue							
<b>e Total.</b> Add lines 11a-11d				343,475.			
<b>12 Total revenue.</b> See instructions.				19,739,193.	16,696,316.	2,292,282.	750,595.

**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 ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>1</b> Grants and other assistance to governments and organizations in the United States. See Part IV, line 21	122,724.			
<b>2</b> Grants and other assistance to individuals in the United States. See Part IV, line 22				
<b>3</b> Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16				
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees	350,000.			
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
<b>7</b> Other salaries and wages	6,798,446.			
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	232,335.			
<b>9</b> Other employee benefits				
<b>10</b> Payroll taxes	553,492.			
<b>11</b> Fees for services (non-employees):				
<b>a</b> Management	22,786.			
<b>b</b> Legal	22,298.			
<b>c</b> Accounting	50,915.			
<b>d</b> Lobbying	389,808.			
<b>e</b> Professional fundraising services. See Part IV, line 17				
<b>f</b> Investment management fees	70,875.			
<b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	366,905.			
<b>12</b> Advertising and promotion	148,230.			
<b>13</b> Office expenses	950,526.			
<b>14</b> Information technology	1,092,772.			
<b>15</b> Royalties				
<b>16</b> Occupancy	572,625.			
<b>17</b> Travel	971,127.			
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings	1,015,255.			
<b>20</b> Interest				
<b>21</b> Payments to affiliates				
<b>22</b> Depreciation, depletion, and amortization	884,760.			
<b>23</b> Insurance	774,618.			
<b>24</b> 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.)				
<b>a</b> <u>MAGAZINE AND INTERNET</u>	358,580.			
<b>b</b> <u>SUPPLIES</u>	316,085.			
<b>c</b> <u>OTHER EXPENSES</u>	315,891.			
<b>d</b> <u>BANK SERVICE CHARGES</u>	242,358.			
<b>e</b> All other expenses	1,153,101.			
<b>25</b> <b>Total functional expenses.</b> Add lines 1 through 24e	17,776,512.			
<b>26</b> <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here ☒ if following SOP 98-2 (ASC 958-720)

**Part X Balance Sheet**Check if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
<b>Assets</b>	1 Cash - non-interest-bearing	2,338,206.	1	3,842,499.
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	196,062.	4	104,559.
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	566,851.	9	347,872.
	10a Land, buildings, and equipment, cost or other basis. Complete Part VI of Schedule D	10a 12,787,289.		
	b Less: accumulated depreciation	10b 9,865,526.	10c 3,387,535.	2,921,763.
	11 Investments - publicly traded securities	11,096,515.	11	12,981,710.
	12 Investments - other securities. See Part IV, line 11	110,096.	12	130,638.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	417,690.	15	330,378.
16 <b>Total assets.</b> Add lines 1 through 15 (must equal line 34)	18,112,955.	16	20,659,419.	
<b>Liabilities</b>	17 Accounts payable and accrued expenses	674,815.	17	807,498.
	18 Grants payable		18	
	19 Deferred revenue	3,681,472.	19	3,969,009.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	118,437.	25	138,979.
	26 <b>Total liabilities.</b> Add lines 17 through 25	4,474,724.	26	4,915,486.
<b>Net Assets or Fund Balances</b>	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	13,638,231.	27	15,743,933.
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 <b>Total net assets or fund balances</b>	13,638,231.	33	15,743,933.
	34 <b>Total liabilities and net assets/fund balances</b>	18,112,955.	34	20,659,419.

Form 990 (2013)

**Part XI Reconciliation of Net Assets**Check if Schedule O contains a response or note to any line in this Part XI ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	19,739,193.
2	Total expenses (must equal Part IX, column (A), line 25)	2	17,776,512.
3	Revenue less expenses. Subtract line 2 from line 1	3	1,962,681.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	13,638,231.
5	Net unrealized gains (losses) on investments	5	143,021.
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	15,743,933.

**Part XII Financial Statements and Reporting**Check if Schedule O contains a response or note to any line in this Part XII ☒1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other

If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O

2a Were the organization's financial statements compiled or reviewed by an independent accountant?

If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both

☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis

b Were the organization's financial statements audited by an independent accountant?

If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:

☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis

c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?

If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?

b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

Yes No

2a X

2b X

2c X

3a X

3b

Form 990 (2013)

**SCHEDULE C**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Political Campaign and Lobbying Activities**

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

- ▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**  
▶ **See separate instructions.** ▶ **Information about Schedule C (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).**

OMB No 1545-0047

**2013**

**Open to Public Inspection**

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

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

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

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

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

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

Name of organization

**FLORIDA ASSOCIATION OF REALTORS, INC.**

Employer identification number

**59-0245475**

**Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.**

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV
- 2 Political expenditures ▶ \$ **4,126,081.**
- 3 Volunteer hours

**Part I-B Complete if the organization is exempt under section 501(c)(3).**

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year?  
☐ Yes ☐ No
- 4a Was a correction made?  
☐ Yes ☐ No
- b If "Yes," describe in Part IV

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ **4,126,081.**
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ \$ **4,126,081.**
- 4 Did the filing organization file Form 1120-POL for this year? ☐ Yes ☒ No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-
COATES LAW FIRM, PL	TALLAHASSEE, FL 32301	27-0181264	1,539.	0.
DREAMS IN GLASS, INC.	INDIALANTIC, FL 32903	26-2321055	125,000.	0.

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule C (Form 990 or 990-EZ) 2013

LHA

**SEE PART IV FOR CONTINUATION**

332041  
11-08-13

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

- A** Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)
- B** Check ☐ if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
<b>1a</b> Total lobbying expenditures to influence public opinion (grass roots lobbying)															
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying)															
<b>c</b> Total lobbying expenditures (add lines 1a and 1b)															
<b>d</b> Other exempt purpose expenditures															
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d)															
<b>f</b> Lobbying nontaxable amount. Enter the amount from the following table in both columns															
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000	Over \$17,000,000	\$1,000,000		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000														
Over \$17,000,000	\$1,000,000														
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f)															
<b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0-															
<b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0-															
<b>j</b> If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes	<input type="checkbox"/> No												

**4-Year Averaging Period Under Section 501(h)**

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f on page 4.)

**Lobbying Expenditures During 4-Year Averaging Period**

Calendar year (or fiscal year beginning in)	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) Total
<b>2a</b> Lobbying nontaxable amount					
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					
<b>c</b> Total lobbying expenditures					
<b>d</b> Grassroots nontaxable amount					
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					
<b>f</b> Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2013



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

For each "Yes," response to lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

	(a)		(b)
	Yes	No	Amount
<b>1</b> During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
<b>a</b> Volunteers?			
<b>b</b> Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
<b>c</b> Media advertisements?			
<b>d</b> Mailings to members, legislators, or the public?			
<b>e</b> Publications, or published or broadcast statements?			
<b>f</b> Grants to other organizations for lobbying purposes?			
<b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body?			
<b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
<b>i</b> Other activities?			
<b>j</b> Total. Add lines 1c through 1i.			
<b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
<b>b</b> If "Yes," enter the amount of any tax incurred under section 4912			
<b>c</b> If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
<b>d</b> If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

**Part III-A** Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
<b>1</b> Were substantially all (90% or more) dues received nondeductible by members?		X
<b>2</b> Did the organization make only in-house lobbying expenditures of \$2,000 or less?		X
<b>3</b> Did the organization agree to carry over lobbying and political expenditures from the prior year?	X	

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

<b>1</b> Dues, assessments and similar amounts from members	<b>1</b>	15,869,543.
<b>2</b> Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
<b>a</b> Current year	<b>2a</b>	126,689.
<b>b</b> Carryover from last year	<b>2b</b>	-11875158.
<b>c</b> Total	<b>2c</b>	-11748469.
<b>3</b> Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	<b>3</b>	4,126,081.
<b>4</b> If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	<b>4</b>	
<b>5</b> Taxable amount of lobbying and political expenditures (see instructions)	<b>5</b>	-15874550.

**Part IV** Supplemental Information

Provide the descriptions required for Part I-A, line 1, Part I-B, line 4; Part I-C, line 5, Part II-A (affiliated group list), Part II-A, line 2, and Part II-B, line 1. Also, complete this part for any additional information.

**PART I-A, LINE 1:**

THE ORGANIZATION CONTRIBUTES TO 527 PACS TO PROMOTE AND STRIVE FOR THE IMPROVEMENT OF GOVERNMENT BY ENCOURAGING AND STIMULATING REALTORS AND OTHERS TO TAKE A MORE ACTIVE AND EFFECTIVE PART IN GOVERNMENT AFFAIRS, TO ENCOURAGE REALTORS AND OTHERS TO UNDERSTAND THE NATURE AND ACTION OF THEIR GOVERNMENT, AND TO SUPPORT CANDIDATES FOR

**Part IV** Supplemental Information (continued)

ELECTION TO PUBLIC OFFICE OF THE LOCAL, STATE AND NATIONAL GOVERNMENTS.

PART I-C CONTINUATION FOR INCOMPLETE NAME/ADDRESS INFORMATION:

COATES LAW FIRM, PL

115 E PARK AVE SUITE 1 TALLAHASSEE, FL 32301

DREAMS IN GLASS, INC.

343 ORLANDO BOULEVARD INDIALANTIC, FL 32903

**SCHEDULE D**  
**(Form 990)**Department of the Treasury  
Internal Revenue Service**Supplemental Financial Statements**▶ Complete if the organization answered "Yes," to Form 990,  
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.  
▶ Attach to Form 990.

OMB No. 1545-0047

**2013**Open to Public  
Inspection▶ Information about Schedule D (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Name of the organization

**FLORIDA ASSOCIATION OF REALTORS, INC.**

Employer identification number

**59-0245475****Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply)

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or education)	<input type="checkbox"/> Preservation of an historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	

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

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

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

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

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

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

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

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

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

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**

Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

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

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

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

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a ☐ Public exhibition  
 b ☐ Scholarly research  
 c ☐ Preservation for future generations  
 d ☐ Loan or exchange programs  
 e ☐ Other \_\_\_\_\_

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets

to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes ☐ No

**Part IV Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

- c Beginning balance  
 d Additions during the year  
 e Distributions during the year  
 f Ending balance

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

☐

**Part V Endowment Funds.** Complete if the organization answered "Yes" to Form 990, Part IV, line 10

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a Board designated or quasi-endowment ☐ \_\_\_\_\_ %  
 b Permanent endowment ☐ \_\_\_\_\_ %  
 c Temporarily restricted endowment ☐ \_\_\_\_\_ %

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

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

- (i) unrelated organizations  
 (ii) related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIII the intended uses of the organization's endowment funds

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" to Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		1,070,517.		1,070,517.
b Buildings		7,826,323.	6,461,615.	1,364,708.
c Leasehold improvements				
d Equipment		3,890,449.	3,403,911.	486,538.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				2,921,763.

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.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
<b>Total.</b> (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.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
<b>Total.</b> (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

**Part IX Other Assets.**

Complete if the organization answered "Yes" to Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

**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) DEFERRED COMPENSATION LIABILITY	8,341.
(3) DEFERRED COMPENSATION PLAN PAYABLE	130,638.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

138,979.

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 ☒

**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

1	Total revenue, gains, and other support per audited financial statements		1	19,882,214.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains on investments	2a	143,021.	
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	143,021.
3	Subtract line 2e from line 1		3	19,739,193.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	19,739,193.

**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.

1	Total expenses and losses per audited financial statements		1	17,776,512.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	17,776,512.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	17,776,512.

**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 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.

**PART X, LINE 2:**

THE ASSOCIATION ADOPTED ACCOUNTING STANDARDS RELATING TO

ACCOUNTING FOR UNCERTAINTY IN INCOME. AS A RESULT OF THIS ADOPTION,

MANAGEMENT ASSESSED WHETHER THERE WERE ANY UNCERTAIN TAX POSITIONS WHICH

MAY GIVE RISE TO INCOME TAX LIABILITIES AND DETERMINED THAT THERE WERE NO

SUCH MATTERS REQUIRING RECOGNITION IN THE ACCOMPANYING CONSOLIDATED

FINANCIAL STATEMENTS. THE ASSOCIATION FILES INCOME TAX RETURNS IN THE U.S.

FEDERAL JURISDICTION AND IN THE STATE OF FLORIDA. WITH FEW EXCEPTIONS, THE

ASSOCIATION IS NO LONGER SUBJECT TO U.S. FEDERAL OR STATE INCOME TAX

EXAMINATIONS BY TAX AUTHORITIES FOR YEARS BEFORE DECEMBER 31, 2010.

<b>Part XIII</b>	<b>Supplemental Information</b> <i>(continued)</i>
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This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

## 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.**

► Information about Schedule I (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

# 2013

**Open to Public  
Inspection**

Name of the organization

**FLORIDA ASSOCIATION OF REALTORS, INC.**

**Employer identification number**  
**59-0245475**

**1** 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 ☐ No

**2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States**

**Part II** **Grants and Other Assistance to Governments and Organizations in the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

[illegible]

**2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

▲ 7

**3** Enter total number of other organizations listed in the line 1 table

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

Schedule I (Form 990) (2013)



(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance

Part IV

Supplemental Information. Provide the information required in Part I, line 2, Part III, column (b), and any other additional information

PART I, LINE 2:

THE PROGRAM AND DISBURSEMENTS ARE SUPERVISED AND MONITORED BY

THE VICE PRESIDENT OF COMMUNICATIONS.

**SCHEDULE J  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Compensation Information**

For certain Officers, Directors, Trustees, Key Employees, and Highest  
Compensated Employees

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990. ▶ See separate instructions.

▶ Information about Schedule J (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

**2013**

Open to Public  
Inspection

Name of the organization

**FLORIDA ASSOCIATION OF REALTORS, INC.**

Employer identification number

**59-0245475**

**Part I Questions Regarding Compensation**

**1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

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

**b** If any of the boxes on 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

**2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked in line 1a?

**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.

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

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

- a** Receive a severance payment or change-of-control payment?
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
- c** Participate in, or receive payment from, an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

**Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.**

**5** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?

If "Yes" to line 5a or 5b, describe in Part III.

**6** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?

If "Yes" to line 6a or 6b, describe in Part III.

**7** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III.

**8** Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.

**9** If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes No

1b

2

4a

4b

4c

5a

5b

6a

6b

7

8

9

X

X

X

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

Schedule J (Form 990) 2013



Part III	Supplemental Information
----------	--------------------------

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.

[illegible]

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

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

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

▶ Attach to Form 990 or 990-EZ.

OMB No 1545-0047

**2013**

Open to Public  
Inspection

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Name of the organization

FLORIDA ASSOCIATION OF REALTORS, INC.

Employer identification number

59-0245475

FORM 990, PART VI, SECTION A, LINE 2:

THE FOLLOWING BOARD MEMBERS ARE FAMILY MEMBERS:

ASHER, DONALD & STEVEN

BARBAR, ANDREW & ANTHONY

BREWER, DAVID & SUSAN

MEADOWS, SEBERT & SHERRI

MORIN, ALEJANDRO & HILDA

OWEN, FRANCES & MICHAEL

PULLES, FRANK & JULIA

SEDA, JULIO & LOURDES

VEISSI, MADELINE & MAURICE

FORM 990, PART VI, SECTION B, LINE 11:

THE ORGANIZATION'S VP OF FINANCE AND THE CONTROLLER REVIEW THE

990 BEFORE IT IS SENT TO THE IRS.

FORM 990, PART VI, SECTION B, LINE 12C:

THE ORGANIZATION REQUIRES THE BOARD OF DIRECTORS TO PROVIDE

ANY CONFLICTS OF INTEREST IN WRITING.

FORM 990, PART VI, SECTION B, LINE 15:

DATA IS PROVIDED BY INDEPENDENT RESEARCH FIRMS TO THE HUMAN

RESOURCES DEPARTMENT WHO THEN MAKES A DETERMINATION BASED ON THE

COMPARABILITY DATA.

FORM 990, PART VI, SECTION C, LINE 19:

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

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

332211  
09-04-13

Name of the organization

FLORIDA ASSOCIATION OF REALTORS, INC.

Employer identification number

59-0245475

ALL DOCUMENTS ARE POSTED ON THE ORGANIZATION'S WEBSITE.

FORM 990, PART XII, QUESTION 2C

THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

FORM 990 - AMENDED RETURN

THE RETURN IS BEING AMENDED TO PROPERLY REPORT UNRELATED  
BUSINESS INCOME AND EXPENSE.

PART VIII, LINE 2B - SERVICES FEES ADJUSTED TO REPORT IN COLUMN (C)

## Related Organizations and Unrelated Partnerships

▲ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37. ▲ Attach to Form 990. ▲ See separate instructions.

► Information about Schedule R (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Department of the Treasury  
Internal Revenue Service

Name of the organization

**FLORIDA ASSOCIATION OF REALTORS, INC.**

**Employer identification number**  
**59-0245475**

**Part I Identification of Disregarded Entities** Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

[illegible]

**Part II** Identification of Related Tax-Exempt Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
REALTORS POLITICAL ADVOCACY COMMITTEE - 46-3247113, 7025 AUGUSTA NATIONAL DRIVE, ORLANDO, FL 32822	PAC	FLORIDA	527				X
REALTORS POLITICAL ISSUES COMMITTEE - 59-2999043, 7025 AUGUSTA NATIONAL DRIVE, ORLANDO, FL 32822	PAC	FLORIDA	501(C)(6)				X
REALTORS POLITICAL ACTIVITY COMMITTEE OF FLORIDA - 59-2866918, 7025 AUGUSTA NATIONAL DRIVE, ORLANDO, FL 32822	PAC	FLORIDA	527				X
REALTORS POLITICAL ACTION COMMITTEE OF FLORIDA - 59-6548765, 7025 AUGUSTA NATIONAL DRIVE ORLANDO, FL 32822	PAC	FLORIDA	527				X

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

Schedule B (Form 990) 2013

**Part II**

**Continuation of Identification of Related Tax-Exempt Organizations**

[illegible]





**Part V Transactions With Related Organizations** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.**Note.** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.**1** During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?**a** Receipt of (i) interest (ii) annuities (iii) royalties or (iv) rent from a controlled entity**b** Gift, grant, or capital contribution to related organization(s)**c** Gift, grant, or capital contribution from related organization(s)**d** Loans or loan guarantees to or for related organization(s)**e** Loans or loan guarantees by related organization(s)**f** Dividends from related organization(s)**g** Sale of assets to related organization(s)**h** Purchase of assets from related organization(s)**i** Exchange of assets with related organization(s)**j** Lease of facilities, equipment, or other assets to related organization(s)**k** Lease of facilities, equipment, or other assets from related organization(s)**l** Performance of services or membership or fundraising solicitations for related organization(s)**m** Performance of services or membership or fundraising solicitations by related organization(s)**n** Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)**o** Sharing of paid employees with related organization(s)**p** Reimbursement paid to related organization(s) for expenses**q** Reimbursement paid by related organization(s) for expenses**r** Other transfer of cash or property to related organization(s)**s** Other transfer of cash or property from related organization(s)**2** If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

	(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				



**Part VII** Supplemental Information

Provide additional information for responses to questions on Schedule R (see instructions).

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) EDWARD ANDERSON BOARD MEMBER	0.50	X						0.	0.	0.
(28) IAN ANDERSON BOARD MEMBER	0.50	X						0.	0.	0.
(29) VICKI ANDERSON BOARD MEMBER	0.50	X						0.	0.	0.
(30) SAGE ANDRESS BOARD MEMBER	0.50	X						0.	0.	0.
(31) FRANCISCO ANGULO BOARD MEMBER	0.50	X						0.	0.	0.
(32) MARIA ARIAS BOARD MEMBER	0.50	X						0.	0.	0.
(33) JEAN ARMSTRONG BOARD MEMBER	0.50	X						0.	0.	0.
(34) DONALD ASHER BOARD MEMBER	0.50	X						0.	0.	0.
(35) DEEANA ATKINSON BOARD MEMBER	0.50	X						0.	0.	0.
(36) JENNIFER ATKISSON-LOVETT BOARD MEMBER	0.50	X						0.	0.	0.
(37) MATTHEW AUDIER BOARD MEMBER	0.50	X						0.	0.	0.
(38) DEBORAH BACARELLA BOARD MEMBER	0.50	X						0.	0.	0.
(39) SHARON BACKE BOARD MEMBER	0.50	X						0.	0.	0.
(40) TIMOTHY BACKER BOARD MEMBER	0.50	X						0.	0.	0.
(41) MATT BAILEY BOARD MEMBER	0.50	X						0.	0.	0.
(42) JUDITH BAKER BOARD MEMBER	0.50	X						0.	0.	0.
(43) STEPHEN BAKER BOARD MEMBER	0.50	X						0.	0.	0.
(44) THOMAS BAKER BOARD MEMBER	0.50	X						0.	0.	0.
(45) GARY BALANOFF BOARD MEMBER	0.50	X						0.	0.	0.
(46) JAMES BALISTERI BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(47) PAMELA BANKS BOARD MEMBER	0.50	X						0.	0.	0.
(48) RICHARD BARANSKI BOARD MEMBER	0.50	X						0.	0.	0.
(49) ANTHONY BARBAR BOARD MEMBER	0.50	X						0.	0.	0.
(50) ADIANY BARBOZA BOARD MEMBER	0.50	X						0.	0.	0.
(51) RAYMOND BARKETT BOARD MEMBER	0.50	X						0.	0.	0.
(52) ROY BARNES BOARD MEMBER	0.50	X						0.	0.	0.
(53) DAVID BASHAM BOARD MEMBER	0.50	X						0.	0.	0.
(54) KEVIN BATDORF BOARD MEMBER	0.50	X						0.	0.	0.
(55) STANLEY BATTEN BOARD MEMBER	0.50	X						0.	0.	0.
(56) LAURA BENSON BOARD MEMBER	0.50	X						0.	0.	0.
(57) TERESITA BERSACH BOARD MEMBER	0.50	X						0.	0.	0.
(58) BERT BEVIS BOARD MEMBER	0.50	X						0.	0.	0.
(59) PATRICIA BIENEMAN BOARD MEMBER	0.50	X						0.	0.	0.
(60) MICHAEL BINDMAN BOARD MEMBER	0.50	X						0.	0.	0.
(61) PATRICK BISSETT BOARD MEMBER	0.50	X						0.	0.	0.
(62) GEORGINA BLANCO BOARD MEMBER	0.50	X						0.	0.	0.
(63) LINDA BLANTON BOARD MEMBER	0.50	X						0.	0.	0.
(64) MARK BLANTON BOARD MEMBER	0.50	X						0.	0.	0.
(65) R. GINENNE BOEHM BOARD MEMBER	0.50	X						0.	0.	0.
(66) BRETT BOETTGE BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(67) JILL BOLES BOARD MEMBER	0.50	X						0.	0.	0.
(68) CHARLES BONFIGLIO BOARD MEMBER	0.50	X						0.	0.	0.
(69) CARMEN BONGIOVANNI BOARD MEMBER	0.50	X						0.	0.	0.
(70) AARON BOSSHARDT BOARD MEMBER	0.50	X						0.	0.	0.
(71) MANUEL BOUZA BOARD MEMBER	0.50	X						0.	0.	0.
(72) DARELL BOWEN BOARD MEMBER	0.50	X						0.	0.	0.
(73) JENNIFER BOWMAN BOARD MEMBER	0.50	X						0.	0.	0.
(74) DEBORAH BOZA-VALLEDOR BOARD MEMBER	0.50	X						0.	0.	0.
(75) CYNTHIA BRADS BOARD MEMBER	0.50	X						0.	0.	0.
(76) DAVID BREWER BOARD MEMBER	0.50	X						0.	0.	0.
(77) SUSAN BREWER BOARD MEMBER	0.50	X						0.	0.	0.
(78) LYNN BRIER-DECRUZ BOARD MEMBER	0.50	X						0.	0.	0.
(79) WILLIAM BRIGGLE BOARD MEMBER	0.50	X						0.	0.	0.
(80) MARION BRIGGS BOARD MEMBER	0.50	X						0.	0.	0.
(81) BRETT BROWN BOARD MEMBER	0.50	X						0.	0.	0.
(82) ERVIN BROWN BOARD MEMBER	0.50	X						0.	0.	0.
(83) FRANCIS BROWN BOARD MEMBER	0.50	X						0.	0.	0.
(84) CLAUDETTE BRUCK BOARD MEMBER	0.50	X						0.	0.	0.
(85) MICHAEL BRUNO BOARD MEMBER	0.50	X						0.	0.	0.
(86) JANETTE BRUZAS BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(87) KIMBERLY BRYANT BOARD MEMBER	0.50	X						0.	0.	0.
(88) GREY BURGE BOARD MEMBER	0.50	X						0.	0.	0.
(89) ROBERT BURR BOARD MEMBER	0.50	X						0.	0.	0.
(90) ROBERT BYRD BOARD MEMBER	0.50	X						0.	0.	0.
(91) DOROTHY BYRNE BOARD MEMBER	0.50	X						0.	0.	0.
(92) ROBERT CALDWELL BOARD MEMBER	0.50	X						0.	0.	0.
(93) DEBORAH CARDENAS BOARD MEMBER	0.50	X						0.	0.	0.
(94) NANCY CARDONE BOARD MEMBER	0.50	X						0.	0.	0.
(95) INGRID CARLOS BOARD MEMBER	0.50	X						0.	0.	0.
(96) TOBIN CAROLINE BOARD MEMBER	0.50	X						0.	0.	0.
(97) CAROLINE CARRARA BOARD MEMBER	0.50	X						0.	0.	0.
(98) JOHN CASTELLI BOARD MEMBER	0.50	X						0.	0.	0.
(99) BARBARA CERASINI BOARD MEMBER	0.50	X						0.	0.	0.
(100) AARON CHANDLER BOARD MEMBER	0.50	X						0.	0.	0.
(101) JOANNE CHANDO BOARD MEMBER	0.50	X						0.	0.	0.
(102) KATHLEEN CHRISTIAN BOARD MEMBER	0.50	X						0.	0.	0.
(103) DAISY CID BOARD MEMBER	0.50	X						0.	0.	0.
(104) RONALD CIKA BOARD MEMBER	0.50	X						0.	0.	0.
(105) MICHELLE CLARK BOARD MEMBER	0.50	X						0.	0.	0.
(106) JERELYN COBB BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										



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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(107) ANGEL COBO BOARD MEMBER	0.50	X						0.	0.	0.
(108) BRUCE COCHRANE BOARD MEMBER	0.50	X						0.	0.	0.
(109) MARI COLGAN BOARD MEMBER	0.50	X						0.	0.	0.
(110) ANITA COLLETTI BOARD MEMBER	0.50	X						0.	0.	0.
(111) R.J. COLLINS BOARD MEMBER	0.50	X						0.	0.	0.
(112) HARLEY CONRAD BOARD MEMBER	0.50	X						0.	0.	0.
(113) KENT COOPER BOARD MEMBER	0.50	X						0.	0.	0.
(114) MARSHA CORBY BOARD MEMBER	0.50	X						0.	0.	0.
(115) CHRISTY COTTON BOARD MEMBER	0.50	X						0.	0.	0.
(116) JANET COULTER BOARD MEMBER	0.50	X						0.	0.	0.
(117) CHRISTINE COX BOARD MEMBER	0.50	X						0.	0.	0.
(118) DIANA CRONKHITE BOARD MEMBER	0.50	X						0.	0.	0.
(119) BENJAMIN CROSBY BOARD MEMBER	0.50	X						0.	0.	0.
(120) PETER CROWLEY BOARD MEMBER	0.50	X						0.	0.	0.
(121) CARLOS CRUZ BOARD MEMBER	0.50	X						0.	0.	0.
(122) DEBORAH CULLEN BOARD MEMBER	0.50	X						0.	0.	0.
(123) PETER DALTON BOARD MEMBER	0.50	X						0.	0.	0.
(124) BETH DALY BOARD MEMBER	0.50	X						0.	0.	0.
(125) SHANNON DAMSCHEN BOARD MEMBER	0.50	X						0.	0.	0.
(126) NANCY-ELLEN DANCE-OTTE BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(127) K DANDY BOARD MEMBER	0.50	X						0.	0.	0.
(128) R. TODD DANTZLER BOARD MEMBER	0.50	X						0.	0.	0.
(129) DARLENE DAVENPORT BOARD MEMBER	0.50	X						0.	0.	0.
(130) MICHAEL DAVENPORT BOARD MEMBER	0.50	X						0.	0.	0.
(131) WENDELL DAVIS BOARD MEMBER	0.50	X						0.	0.	0.
(132) RALPH DEMARTINO BOARD MEMBER	0.50	X						0.	0.	0.
(133) MICHELLE DEAL BOARD MEMBER	0.50	X						0.	0.	0.
(134) ANN DEFRIES BOARD MEMBER	0.50	X						0.	0.	0.
(135) DENNIS DEGROOT BOARD MEMBER	0.50	X						0.	0.	0.
(136) OSCAR DELGADO BOARD MEMBER	0.50	X						0.	0.	0.
(137) ROSA DELGADO BOARD MEMBER	0.50	X						0.	0.	0.
(138) PATRICIA DELINOIS BOARD MEMBER	0.50	X						0.	0.	0.
(139) JEANNE DENTON-SCHECK BOARD MEMBER	0.50	X						0.	0.	0.
(140) RICK DEPALMA BOARD MEMBER	0.50	X						0.	0.	0.
(141) NORKA DIAZ BOARD MEMBER	0.50	X						0.	0.	0.
(142) ALFRED DINICOLA BOARD MEMBER	0.50	X						0.	0.	0.
(143) SHERRI DODSWORTH BOARD MEMBER	0.50	X						0.	0.	0.
(144) JOHN DOHM BOARD MEMBER	0.50	X						0.	0.	0.
(145) JENNIFER DOLLAR BOARD MEMBER	0.50	X						0.	0.	0.
(146) MICHAEL DOOLEY BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(147) MARY DOW BOARD MEMBER	0.50	X						0.	0.	0.
(148) SABRINA DOWNING BOARD MEMBER	0.50	X						0.	0.	0.
(149) JEFF DOXSEE BOARD MEMBER	0.50	X						0.	0.	0.
(150) BILL DRYBURGH BOARD MEMBER	0.50	X						0.	0.	0.
(151) SERGIO DURAN BOARD MEMBER	0.50	X						0.	0.	0.
(152) DAVID DWECK BOARD MEMBER	0.50	X						0.	0.	0.
(153) SUSAN EAGLE BOARD MEMBER	0.50	X						0.	0.	0.
(154) HOWARD ELFMAN BOARD MEMBER	0.50	X						0.	0.	0.
(155) BRUCE ELLIOTT BOARD MEMBER	0.50	X						0.	0.	0.
(156) ROBERT ELLIOTT BOARD MEMBER	0.50	X						0.	0.	0.
(157) ROBERT ELROD BOARD MEMBER	0.50	X						0.	0.	0.
(158) DOREEN FALCONE BOARD MEMBER	0.50	X						0.	0.	0.
(159) DIANNE FELLOWS BOARD MEMBER	0.50	X						0.	0.	0.
(160) ROBBIE FENN BOARD MEMBER	0.50	X						0.	0.	0.
(161) SANDRA FERNANDEZ BOARD MEMBER	0.50	X						0.	0.	0.
(162) RICHARD FIORETTI BOARD MEMBER	0.50	X						0.	0.	0.
(163) PATRICIA FITZGERALD BOARD MEMBER	0.50	X						0.	0.	0.
(164) EVELYN FLAIG BOARD MEMBER	0.50	X						0.	0.	0.
(165) JASON FLANNERY BOARD MEMBER	0.50	X						0.	0.	0.
(166) JESSICA FLOYD BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(167) JAMES FOWLER BOARD MEMBER	0.50	X						0.	0.	0.
(168) WANDA FRANKLIN BOARD MEMBER	0.50	X						0.	0.	0.
(169) RICHARD FRYER BOARD MEMBER	0.50	X						0.	0.	0.
(170) DIANE FUCHS BOARD MEMBER	0.50	X						0.	0.	0.
(171) PATRICIA FURR BOARD MEMBER	0.50	X						0.	0.	0.
(172) WILLIAM FURST BOARD MEMBER	0.50	X						0.	0.	0.
(173) BRANDI GABBARD BOARD MEMBER	0.50	X						0.	0.	0.
(174) SUSAN GAIESKI BOARD MEMBER	0.50	X						0.	0.	0.
(175) KATHLEEN GALLAGHER BOARD MEMBER	0.50	X						0.	0.	0.
(176) ROBERT GARRISON BOARD MEMBER	0.50	X						0.	0.	0.
(177) APRIL GAYLE GAUSMAN BOARD MEMBER	0.50	X						0.	0.	0.
(178) WILLIAM GELLER BOARD MEMBER	0.50	X						0.	0.	0.
(179) DENISE GEOGHEGAN BOARD MEMBER	0.50	X						0.	0.	0.
(180) JUAN GERMAN BOARD MEMBER	0.50	X						0.	0.	0.
(181) BRENDA GHIBAUDI BOARD MEMBER	0.50	X						0.	0.	0.
(182) ALBERT GIACALONE BOARD MEMBER	0.50	X						0.	0.	0.
(183) JULIANNA GIORDANO BOARD MEMBER	0.50	X						0.	0.	0.
(184) HONORA GIUMENTA BOARD MEMBER	0.50	X						0.	0.	0.
(185) LEN GOFFREDO BOARD MEMBER	0.50	X						0.	0.	0.
(186) LINDA GOLDFARB BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(187) ROBERT GOLDSTEIN BOARD MEMBER	0.50	X						0.	0.	0.
(188) FAYOLA GOLDSTONE BOARD MEMBER	0.50	X						0.	0.	0.
(189) JUANA MARIA GONZALEZ BOARD MEMBER	0.50	X						0.	0.	0.
(190) KIMBERLEE GOODWIN BOARD MEMBER	0.50	X						0.	0.	0.
(191) ARCHIBALD GRANT BOARD MEMBER	0.50	X						0.	0.	0.
(192) SUSAN GRAVES BOARD MEMBER	0.50	X						0.	0.	0.
(193) SUMMER GREENE BOARD MEMBER	0.50	X						0.	0.	0.
(194) FRANCOIS GREGOIRE BOARD MEMBER	0.50	X						0.	0.	0.
(195) BARRY GROOMS BOARD MEMBER	0.50	X						0.	0.	0.
(196) RUSSELL GROOMS BOARD MEMBER	0.50	X						0.	0.	0.
(197) JORGE LUIS GUERRA BOARD MEMBER	0.50	X						0.	0.	0.
(198) DONNA GUIDO BOARD MEMBER	0.50	X						0.	0.	0.
(199) FRANK GULISANO BOARD MEMBER	0.50	X						0.	0.	0.
(200) FRANK GUNDLACH BOARD MEMBER	0.50	X						0.	0.	0.
(201) CONNIE GUSTAFSON BOARD MEMBER	0.50	X						0.	0.	0.
(202) CARLOS GUITIERREZ BOARD MEMBER	0.50	X						0.	0.	0.
(203) WILLIAM HALL BOARD MEMBER	0.50	X						0.	0.	0.
(204) MATTHEW HALPERIN BOARD MEMBER	0.50	X						0.	0.	0.
(205) CHRISTINE HANSEN BOARD MEMBER	0.50	X						0.	0.	0.
(206) TIMOTHY HARBER BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(207) TIM HARRIS BOARD MEMBER	0.50	X						0.	0.	0.
(208) TINA HARRIS BOARD MEMBER	0.50	X						0.	0.	0.
(209) CHARLES HARRISON BOARD MEMBER	0.50	X						0.	0.	0.
(210) DAN HAZY BOARD MEMBER	0.50	X						0.	0.	0.
(211) JOE HEMBREE BOARD MEMBER	0.50	X						0.	0.	0.
(212) RICHARD HEMENWAY BOARD MEMBER	0.50	X						0.	0.	0.
(213) MICHELE HERNDON BOARD MEMBER	0.50	X						0.	0.	0.
(214) ROBERT HEWES BOARD MEMBER	0.50	X						0.	0.	0.
(215) BEVERLY HIBBERT BOARD MEMBER	0.50	X						0.	0.	0.
(216) KEITH HODGES BOARD MEMBER	0.50	X						0.	0.	0.
(217) NANCY HOGAN BOARD MEMBER	0.50	X						0.	0.	0.
(218) JAN HOOKS BOARD MEMBER	0.50	X						0.	0.	0.
(219) JOANN HOSTUTLER BOARD MEMBER	0.50	X						0.	0.	0.
(220) CAROL HOUSEN BOARD MEMBER	0.50	X						0.	0.	0.
(221) BOB HUDGENS BOARD MEMBER	0.50	X						0.	0.	0.
(222) PHILLIP HUDSON BOARD MEMBER	0.50	X						0.	0.	0.
(223) MICHAEL HUGHES BOARD MEMBER	0.50	X						0.	0.	0.
(224) BUDGE HUSKEY BOARD MEMBER	0.50	X						0.	0.	0.
(225) PATRICIA IVERS BOARD MEMBER	0.50	X						0.	0.	0.
(226) JASON JAKUS BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(227) MARC JERNIGAN BOARD MEMBER	0.50	X						0.	0.	0.
(228) JOSE JIMENEZ BOARD MEMBER	0.50	X						0.	0.	0.
(229) JILL JOHNS BOARD MEMBER	0.50	X						0.	0.	0.
(230) CONNIE JOHNSON BOARD MEMBER	0.50	X						0.	0.	0.
(231) DAWN JOHNSON BOARD MEMBER	0.50	X						0.	0.	0.
(232) JEFFREY JONES BOARD MEMBER	0.50	X						0.	0.	0.
(233) BARBARA JORDAN BOARD MEMBER	0.50	X						0.	0.	0.
(234) LOIS JOST BOARD MEMBER	0.50	X						0.	0.	0.
(235) DALE JUNDT BOARD MEMBER	0.50	X						0.	0.	0.
(236) JEFFREY KAHN BOARD MEMBER	0.50	X						0.	0.	0.
(237) SELBY KAISER BOARD MEMBER	0.50	X						0.	0.	0.
(238) ESTHER KALMBACH BOARD MEMBER	0.50	X						0.	0.	0.
(239) MILAGROS KANYAR BOARD MEMBER	0.50	X						0.	0.	0.
(240) JEAN KARR BOARD MEMBER	0.50	X						0.	0.	0.
(241) KEVIN KENT BOARD MEMBER	0.50	X						0.	0.	0.
(242) HERMAN KENTOLALL BOARD MEMBER	0.50	X						0.	0.	0.
(243) JOHN KERN BOARD MEMBER	0.50	X						0.	0.	0.
(244) PAT KETCHIE BOARD MEMBER	0.50	X						0.	0.	0.
(245) DANIEL KIJNER BOARD MEMBER	0.50	X						0.	0.	0.
(246) PAULA KIKER BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(247) ROGER KINCAID BOARD MEMBER	0.50	X						0.	0.	0.
(248) SAM KINKAID BOARD MEMBER	0.50	X						0.	0.	0.
(249) CAROL KINNARD BOARD MEMBER	0.50	X						0.	0.	0.
(250) JOHN KINNEY BOARD MEMBER	0.50	X						0.	0.	0.
(251) TIMOTHY KINZLER BOARD MEMBER	0.50	X						0.	0.	0.
(252) DEBBIE KIRKLAND BOARD MEMBER	0.50	X						0.	0.	0.
(253) CAROLYN KLING BOARD MEMBER	0.50	X						0.	0.	0.
(254) CHRISTIE KNIGHT BOARD MEMBER	0.50	X						0.	0.	0.
(255) STEVEN KOENIG BOARD MEMBER	0.50	X						0.	0.	0.
(256) DAVID KOSMAS BOARD MEMBER	0.50	X						0.	0.	0.
(257) FRANK KOWALSKI BOARD MEMBER	0.50	X						0.	0.	0.
(258) BARBARA KOZLOW BOARD MEMBER	0.50	X						0.	0.	0.
(259) DONALD KUDER BOARD MEMBER	0.50	X						0.	0.	0.
(260) WESLIE KUNKLE BOARD MEMBER	0.50	X						0.	0.	0.
(261) CLARK LABLOND BOARD MEMBER	0.50	X						0.	0.	0.
(262) AUDREY LACKIE BOARD MEMBER	0.50	X						0.	0.	0.
(263) MICHAEL LAFFERTY BOARD MEMBER	0.50	X						0.	0.	0.
(264) CHERYL LAMBERT BOARD MEMBER	0.50	X						0.	0.	0.
(265) DONNA LANCASTER BOARD MEMBER	0.50	X						0.	0.	0.
(266) RICHARD LANGHORNE BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										



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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(267) MICHAEL LARSON BOARD MEMBER	0.50	X						0.	0.	0.
(268) ANGIE LAVIANO BOARD MEMBER	0.50	X						0.	0.	0.
(269) BONNIE LAZAR BOARD MEMBER	0.50	X						0.	0.	0.
(270) JOHN LAZENBY BOARD MEMBER	0.50	X						0.	0.	0.
(271) RONALD LENNEN BOARD MEMBER	0.50	X						0.	0.	0.
(272) DANE LESLIE BOARD MEMBER	0.50	X						0.	0.	0.
(273) JACK LEVINE BOARD MEMBER	0.50	X						0.	0.	0.
(274) STEPHEN LINGLEY BOARD MEMBER	0.50	X						0.	0.	0.
(275) KATHRYN LLAMAS BOARD MEMBER	0.50	X						0.	0.	0.
(276) CYNTHIA LOGAN BOARD MEMBER	0.50	X						0.	0.	0.
(277) SUSAN LOGAN BOARD MEMBER	0.50	X						0.	0.	0.
(278) SUSAN LOMBARDO BOARD MEMBER	0.50	X						0.	0.	0.
(279) DANIEL LOPEZ BOARD MEMBER	0.50	X						0.	0.	0.
(280) VILMA LOPEZ BOARD MEMBER	0.50	X						0.	0.	0.
(281) HOLLY LOVETT BOARD MEMBER	0.50	X						0.	0.	0.
(282) GEORGE LUBECK BOARD MEMBER	0.50	X						0.	0.	0.
(283) NANCY LUBECK BOARD MEMBER	0.50	X						0.	0.	0.
(284) TRICIA LUTHER BOARD MEMBER	0.50	X						0.	0.	0.
(285) ANTHONY MACALUSO BOARD MEMBER	0.50	X						0.	0.	0.
(286) VIVIAN MACIAS BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(287) LORETTA MAIMONE BOARD MEMBER	0.50	X						0.	0.	0.
(288) MARY MARKOVICH BOARD MEMBER	0.50	X						0.	0.	0.
(289) FRAN MARKOWITZ BOARD MEMBER	0.50	X						0.	0.	0.
(290) HOLLY MARTH BOARD MEMBER	0.50	X						0.	0.	0.
(291) RANDOLPH MARTIN BOARD MEMBER	0.50	X						0.	0.	0.
(292) FERNANDO MARTINEZ BOARD MEMBER	0.50	X						0.	0.	0.
(293) DOUGLAS MAYBERRY BOARD MEMBER	0.50	X						0.	0.	0.
(294) JOANN MAZZEO BOARD MEMBER	0.50	X						0.	0.	0.
(295) MARY MCCALL BOARD MEMBER	0.50	X						0.	0.	0.
(296) FRANK MCCLEAN BOARD MEMBER	0.50	X						0.	0.	0.
(297) JENNIE MCCOUN BOARD MEMBER	0.50	X						0.	0.	0.
(298) SALLY MCFOLLING BOARD MEMBER	0.50	X						0.	0.	0.
(299) BETTE MCGILVRAY BOARD MEMBER	0.50	X						0.	0.	0.
(300) DEBBIE MCGINNIS BOARD MEMBER	0.50	X						0.	0.	0.
(301) GEORGE MCGRAW BOARD MEMBER	0.50	X						0.	0.	0.
(302) CORIE MCGRAW-ABEL BOARD MEMBER	0.50	X						0.	0.	0.
(303) LISA MCKEON BOARD MEMBER	0.50	X						0.	0.	0.
(304) LINDA MCMORROW BOARD MEMBER	0.50	X						0.	0.	0.
(305) JOHN MCQUESTON BOARD MEMBER	0.50	X						0.	0.	0.
(306) STEPHEN MCWILLIAM BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(307) SEBERT MEADOWS BOARD MEMBER	0.50	X						0.	0.	0.
(308) LIZA MENDEZ BOARD MEMBER	0.50	X						0.	0.	0.
(309) STEVEN MERCHANT BOARD MEMBER	0.50	X						0.	0.	0.
(310) KIM MEREDITH-HAMPTON BOARD MEMBER	0.50	X						0.	0.	0.
(311) REINALDO MESA BOARD MEMBER	0.50	X						0.	0.	0.
(312) BONNIE METVINER BOARD MEMBER	0.50	X						0.	0.	0.
(313) JOHN MIKE BOARD MEMBER	0.50	X						0.	0.	0.
(314) DONNA MILLER BOARD MEMBER	0.50	X						0.	0.	0.
(315) JULIANA MILLER BOARD MEMBER	0.50	X						0.	0.	0.
(316) ELLEN MITCHEL BOARD MEMBER	0.50	X						0.	0.	0.
(317) LINDA MITCHELL BOARD MEMBER	0.50	X						0.	0.	0.
(318) BRAD MONROE BOARD MEMBER	0.50	X						0.	0.	0.
(319) EBEN MORAN BOARD MEMBER	0.50	X						0.	0.	0.
(320) STEVEN MOREIRA BOARD MEMBER	0.50	X						0.	0.	0.
(321) ALEJANDRO MORIN BOARD MEMBER	0.50	X						0.	0.	0.
(322) HILDA MORIN BOARD MEMBER	0.50	X						0.	0.	0.
(323) RICHARD MORRIS BOARD MEMBER	0.50	X						0.	0.	0.
(324) WENDY MURRAY BOARD MEMBER	0.50	X						0.	0.	0.
(325) DEBRA MYERS BOARD MEMBER	0.50	X						0.	0.	0.
(326) LAURIE NEIMAN BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(327) SHARON NEUHOFER BOARD MEMBER	0.50	X						0.	0.	0.
(328) TERRELL NEWBERRY BOARD MEMBER	0.50	X						0.	0.	0.
(329) LISA NORTON BOARD MEMBER	0.50	X						0.	0.	0.
(330) JOSE AUGUSTO NUNES BOARD MEMBER	0.50	X						0.	0.	0.
(331) CLARE O'KEEFFE BOARD MEMBER	0.50	X						0.	0.	0.
(332) CHARLENE OAKOWSKY BOARD MEMBER	0.50	X						0.	0.	0.
(333) MAYRA OCANA BOARD MEMBER	0.50	X						0.	0.	0.
(334) MARK ORAM BOARD MEMBER	0.50	X						0.	0.	0.
(335) RAUL ORTA BOARD MEMBER	0.50	X						0.	0.	0.
(336) JAROSLAW OSINSKI BOARD MEMBER	0.50	X						0.	0.	0.
(337) FRANCES OWEN BOARD MEMBER	0.50	X						0.	0.	0.
(338) JAMES OWEN BOARD MEMBER	0.50	X						0.	0.	0.
(339) MICHAEL OWEN BOARD MEMBER	0.50	X						0.	0.	0.
(340) GREG OWENS BOARD MEMBER	0.50	X						0.	0.	0.
(341) MARK PALACE BOARD MEMBER	0.50	X						0.	0.	0.
(342) DOMINIC PALLINI BOARD MEMBER	0.50	X						0.	0.	0.
(343) MARK PARIS BOARD MEMBER	0.50	X						0.	0.	0.
(344) JESSE PARRISH BOARD MEMBER	0.50	X						0.	0.	0.
(345) ROBERT PASQUARELLO BOARD MEMBER	0.50	X						0.	0.	0.
(346) ANAND PATEL BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(347) SUSAN PEARSON BOARD MEMBER	0.50	X						0.	0.	0.
(348) JOE PEREZ BOARD MEMBER	0.50	X						0.	0.	0.
(349) LYNN PETERS BOARD MEMBER	0.50	X						0.	0.	0.
(350) BRUCE PETERSON BOARD MEMBER	0.50	X						0.	0.	0.
(351) KEVIN PICKETT BOARD MEMBER	0.50	X						0.	0.	0.
(352) JAMES PILON BOARD MEMBER	0.50	X						0.	0.	0.
(353) BEVERLY PINDLING BOARD MEMBER	0.50	X						0.	0.	0.
(354) ROGER PIRO BOARD MEMBER	0.50	X						0.	0.	0.
(355) CHRISTINA PITCHFORD BOARD MEMBER	0.50	X						0.	0.	0.
(356) PATRICIA PITOCCHI BOARD MEMBER	0.50	X						0.	0.	0.
(357) ANN POLLARD BOARD MEMBER	0.50	X						0.	0.	0.
(358) MARTHA POMARES BOARD MEMBER	0.50	X						0.	0.	0.
(359) WILLIAM POTEET BOARD MEMBER	0.50	X						0.	0.	0.
(360) FELIX POWER BOARD MEMBER	0.50	X						0.	0.	0.
(361) KATHLEEN PRICE BOARD MEMBER	0.50	X						0.	0.	0.
(362) VINCE PRICE BOARD MEMBER	0.50	X						0.	0.	0.
(363) JANELLE PRUITT BOARD MEMBER	0.50	X						0.	0.	0.
(364) FRANK PULLES BOARD MEMBER	0.50	X						0.	0.	0.
(365) JULIA PULLES BOARD MEMBER	0.50	X						0.	0.	0.
(366) TREVOR PUSKAR BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(367) JUDY MARY RAMELLA BOARD MEMBER	0.50	X						0.	0.	0.
(368) EDWARD REDLICH BOARD MEMBER	0.50	X						0.	0.	0.
(369) DONNA REID BOARD MEMBER	0.50	X						0.	0.	0.
(370) WILLIAM REID BOARD MEMBER	0.50	X						0.	0.	0.
(371) AURA RENGIFO BOARD MEMBER	0.50	X						0.	0.	0.
(372) PATRICIA RENNA BOARD MEMBER	0.50	X						0.	0.	0.
(373) MITCH RIBAK BOARD MEMBER	0.50	X						0.	0.	0.
(374) GRETA RICE BOARD MEMBER	0.50	X						0.	0.	0.
(375) SHERRY RICHARDSON BOARD MEMBER	0.50	X						0.	0.	0.
(376) WILLIAM RICHARDSON BOARD MEMBER	0.50	X						0.	0.	0.
(377) LARRY RICHEY BOARD MEMBER	0.50	X						0.	0.	0.
(378) ALAN RILEY BOARD MEMBER	0.50	X						0.	0.	0.
(379) NANCY RILEY BOARD MEMBER	0.50	X						0.	0.	0.
(380) ED ROBERTS BOARD MEMBER	0.50	X						0.	0.	0.
(381) CAROL ROBERTSON BOARD MEMBER	0.50	X						0.	0.	0.
(382) JACK RODRIGUEZ BOARD MEMBER	0.50	X						0.	0.	0.
(383) SUSAN ROGERS BOARD MEMBER	0.50	X						0.	0.	0.
(384) MICHELLE ROJAS BOARD MEMBER	0.50	X						0.	0.	0.
(385) BONNIE ROSENBERGER BOARD MEMBER	0.50	X						0.	0.	0.
(386) GERALD ROSENBLUM BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(387) LARRY ROWE BOARD MEMBER	0.50	X						0.	0.	0.
(388) LEANNE RUESCH BOARD MEMBER	0.50	X						0.	0.	0.
(389) JOHN RURKOWSKI BOARD MEMBER	0.50	X						0.	0.	0.
(390) KARUNA SABHARWAL BOARD MEMBER	0.50	X						0.	0.	0.
(391) MARK SADEK BOARD MEMBER	0.50	X						0.	0.	0.
(392) ERIC SAIN BOARD MEMBER	0.50	X						0.	0.	0.
(393) BETTY SALAS BOARD MEMBER	0.50	X						0.	0.	0.
(394) MOSES SALCIDO BOARD MEMBER	0.50	X						0.	0.	0.
(395) THOMAS SALOMONE BOARD MEMBER	0.50	X						0.	0.	0.
(396) JULIO SANCHEZ BOARD MEMBER	0.50	X						0.	0.	0.
(397) MARIELA SANTURRI BOARD MEMBER	0.50	X						0.	0.	0.
(398) LEON SARKISIAN BOARD MEMBER	0.50	X						0.	0.	0.
(399) ANDREW SCAGLIONE BOARD MEMBER	0.50	X						0.	0.	0.
(400) TOM SCAGLIONE BOARD MEMBER	0.50	X						0.	0.	0.
(401) JOSEPH SCHLITT BOARD MEMBER	0.50	X						0.	0.	0.
(402) JUDY SCHOMAKER BOARD MEMBER	0.50	X						0.	0.	0.
(403) THERESA SCHREIBER BOARD MEMBER	0.50	X						0.	0.	0.
(404) DIRK SCHROEDER BOARD MEMBER	0.50	X						0.	0.	0.
(405) DAVID SCHULDENFREI BOARD MEMBER	0.50	X						0.	0.	0.
(406) ROBIN SCHWARTZ BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(407) JULIO SEDA BOARD MEMBER	0.50	X						0.	0.	0.
(408) LOURDES SEDA BOARD MEMBER	0.50	X						0.	0.	0.
(409) MARK SEEBERG BOARD MEMBER	0.50	X						0.	0.	0.
(410) AMY SEEKS BOARD MEMBER	0.50	X						0.	0.	0.
(411) JOSE SERRANO BOARD MEMBER	0.50	X						0.	0.	0.
(412) DIANE SHAPIRO BOARD MEMBER	0.50	X						0.	0.	0.
(413) THOMAS SHELLY BOARD MEMBER	0.50	X						0.	0.	0.
(414) CYNTHIA SHELTON BOARD MEMBER	0.50	X						0.	0.	0.
(415) MICHAEL SHELTON BOARD MEMBER	0.50	X						0.	0.	0.
(416) SUZANNE SHERER BOARD MEMBER	0.50	X						0.	0.	0.
(417) RANDY SHERMAN BOARD MEMBER	0.50	X						0.	0.	0.
(418) CHRISTEL SILVER BOARD MEMBER	0.50	X						0.	0.	0.
(419) JOHN SLIVON BOARD MEMBER	0.50	X						0.	0.	0.
(420) JO-ANN SLOAN BOARD MEMBER	0.50	X						0.	0.	0.
(421) AUBY SMITH BOARD MEMBER	0.50	X						0.	0.	0.
(422) DANIEL SMITH BOARD MEMBER	0.50	X						0.	0.	0.
(423) ED SMITH BOARD MEMBER	0.50	X						0.	0.	0.
(424) HEATHER SMITH BOARD MEMBER	0.50	X						0.	0.	0.
(425) DJ SNAPP BOARD MEMBER	0.50	X						0.	0.	0.
(426) DEBRA SPADAFORA BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										



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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(427) AL SPEACH BOARD MEMBER	0.50	X						0.	0.	0.
(428) VIRGINIA SPENCER BOARD MEMBER	0.50	X						0.	0.	0.
(429) THOMAS SPONAUGLE BOARD MEMBER	0.50	X						0.	0.	0.
(430) STAFFORD STARCHER BOARD MEMBER	0.50	X						0.	0.	0.
(431) REESE STEWART BOARD MEMBER	0.50	X						0.	0.	0.
(432) COLLEEN STOBINSKY BOARD MEMBER	0.50	X						0.	0.	0.
(433) DONNA STOUT BOARD MEMBER	0.50	X						0.	0.	0.
(434) SANDRA STREIT BOARD MEMBER	0.50	X						0.	0.	0.
(435) JAYNE STROSHEIN-ROUSSEAU BOARD MEMBER	0.50	X						0.	0.	0.
(436) SALLY SUSLAK BOARD MEMBER	0.50	X						0.	0.	0.
(437) KAREN SWANBECK BOARD MEMBER	0.50	X						0.	0.	0.
(438) JANET SWILLEY BOARD MEMBER	0.50	X						0.	0.	0.
(439) ZSOLT SZERENCSES BOARD MEMBER	0.50	X						0.	0.	0.
(440) LAURE TAYLOR BOARD MEMBER	0.50	X						0.	0.	0.
(441) SARAH TAYLOR BOARD MEMBER	0.50	X						0.	0.	0.
(442) CHRISTOPHER TELLO BOARD MEMBER	0.50	X						0.	0.	0.
(443) NATASCHA TELLO BOARD MEMBER	0.50	X						0.	0.	0.
(444) CAMMIE THOMAS BOARD MEMBER	0.50	X						0.	0.	0.
(445) GARY THOMAS BOARD MEMBER	0.50	X						0.	0.	0.
(446) ANA TRINQUE BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(447) KRISTIN TRIOLO BOARD MEMBER	0.50	X						0.	0.	0.
(448) SANDRA TUTTLE BOARD MEMBER	0.50	X						0.	0.	0.
(449) THEODORA UNIKEN BOARD MEMBER	0.50	X						0.	0.	0.
(450) DONALD URSCHALITZ BOARD MEMBER	0.50	X						0.	0.	0.
(451) WILLIAM VALDEZ BOARD MEMBER	0.50	X						0.	0.	0.
(452) BARBARA VAN DAM BOARD MEMBER	0.50	X						0.	0.	0.
(453) AVA VAN DE WATER BOARD MEMBER	0.50	X						0.	0.	0.
(454) JULIE VAN BOARD MEMBER	0.50	X						0.	0.	0.
(455) JODI VAN BOARD MEMBER	0.50	X						0.	0.	0.
(456) MAURICE VEISSI BOARD MEMBER	0.50	X						0.	0.	0.
(457) PHILIP VIAS BOARD MEMBER	0.50	X						0.	0.	0.
(458) GEORGE VOGT BOARD MEMBER	0.50	X						0.	0.	0.
(459) HARRY VORDERMEIER BOARD MEMBER	0.50	X						0.	0.	0.
(460) SHARON VOSS BOARD MEMBER	0.50	X						0.	0.	0.
(461) DOREEN WAGNER BOARD MEMBER	0.50	X						0.	0.	0.
(462) JOEL WARD BOARD MEMBER	0.50	X						0.	0.	0.
(463) JEANNE WARNER BOARD MEMBER	0.50	X						0.	0.	0.
(464) WILLIAM WATSON BOARD MEMBER	0.50	X						0.	0.	0.
(465) GLORIDA WEED BOARD MEMBER	0.50	X						0.	0.	0.
(466) TIM WEISHEYER BOARD MEMBER	0.50	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(467) ANNALISA WELLER BOARD MEMBER	0.50	X						0.	0.	0.
(468) CATHERINE WHATLEY BOARD MEMBER	0.50	X						0.	0.	0.
(469) LYNN WHELPLEY BOARD MEMBER	0.50	X						0.	0.	0.
(470) JAMES WILLIAMSON BOARD MEMBER	0.50	X						0.	0.	0.
(471) KEVIN WILLIAMSON BOARD MEMBER	0.50	X						0.	0.	0.
(472) DONN WONDERLING BOARD MEMBER	0.50	X						0.	0.	0.
(473) JOHN WOOD BOARD MEMBER	0.50	X						0.	0.	0.
(474) KEITH WOOD BOARD MEMBER	0.50	X						0.	0.	0.
(475) AMY WORTH BOARD MEMBER	0.50	X						0.	0.	0.
(476) GREG YOUNGER BOARD MEMBER	0.50	X						0.	0.	0.
(477) ANA ZALESKY BOARD MEMBER	0.50	X						0.	0.	0.
(478) JUDITH ZIMMER BOARD MEMBER	0.50	X						0.	0.	0.
(479) CAROL ZINGONE BOARD MEMBER	0.50	X						0.	0.	0.
(480) JOHN FRIDLINGTON CEO	40.00			X				350,000.	0.	16,201.
(481) JEFF ZIPPER VP OF COMMUNICATIONS	40.00					X		190,711.	0.	23,709.
(482) MARGY GRANT GENERAL COUNSEL	40.00					X		216,977.	0.	20,284.
(483) JOHN SEBREE VP OF PUBLIC POLICY	40.00					X		224,407.	0.	14,706.
(484) DAVID GARRISON VP OF FINANCE	40.00					X		147,054.	0.	19,351.
(485) LOUIS GOLDMAN LEGAL COUNSEL	40.00					X		140,937.	0.	16,282.
(486) MARIE LILLY VP OF PROF DEVELOPMENT	40.00					X		103,039.	0.	12,967.
Total to Part VII, Section A, line 1c								1,373,125.		123,500.