


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/foim990	OMB No 1545-0047 2015 Open to Public Inspection
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A For the 2015 calendar year, or tax year beginning 01-01-2015 , and ending 12-31-2015			
B Check if applicable <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization AMERICAN HOTEL & LODGING ASSOCIATION		D Employer identification number 13-0432130
	Doing business as		
	Number and street (or P O box if mail is not delivered to street address) 1250 I STREET NW NO 1100	Room/suite	E Telephone number (202) 289-3100
	City or town, state or province, country, and ZIP or foreign postal code WASHINGTON, DC 20005		G Gross receipts \$ 16,315,026
	F Name and address of principal officer KATHERINE LUGAR 1250 I STREET NW NO 1100 WASHINGTON, DC 20005		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions) H(c) Group exemption number ▶
I Tax-exempt status <input type="checkbox"/> 501(c)(3) <input checked="" type="checkbox"/> 501(c)(6) ◀ (insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			
J Website: ▶ WWW.AHLA.COM			
K Form of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		L Year of formation 1937	M State of legal domicile NY

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities THE ASSOCIATION IS THE VOICE OF THE LODGING INDUSTRY, AN ADVOCATE, AND RESOURCE FOR THE SECTOR		
	2 Check this box <input type="checkbox"/> If the organization discontinued its operations or disposed of more than 25% of its net assets		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	67
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	66
	5 Total number of individuals employed in calendar year 2015 (Part V, line 2a)	5	33
6 Total number of volunteers (estimate if necessary)	6	66	
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0	
7b Net unrelated business taxable income from Form 990-T, line 34	7b	0	
Revenue		Prior Year	Current Year
	8 Contributions and grants (Part VIII, line 1h)	377,043	357,129
	9 Program service revenue (Part VIII, line 2g)	12,256,752	14,667,526
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	132,532	163,094
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	212,915	244,491
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12,979,242	15,432,240
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,615,847	1,791,273
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	4,330,836	5,005,716
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b Total fundraising expenses (Part IX, column (D), line 25) ⁰		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	6,272,804	7,461,487
	18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	12,219,487	14,258,476
	19 Revenue less expenses Subtract line 18 from line 12	759,755	1,173,764
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	8,795,743	11,462,453
	21 Total liabilities (Part X, line 26)	4,514,095	6,175,102
	22 Net assets or fund balances Subtract line 21 from line 20	4,281,648	5,287,351

Part II	Signature Block
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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	*****			2016-11-04	
	Signature of officer			Date	
Paid Preparer Use Only	KATHERINE LUGAR PRESIDENT/CHIEF EXECUTIVE DIRECTOR				
	Type or print name and title				
	Print/Type preparer's name DAVID TRIMNER CPA		Preparer's signature DAVID TRIMNER CPA		Date
	Check <input type="checkbox"/> if self-employed		PTIN P00444822		
	Firm's name ▶ CLIFTONLARSONALLEN LLP			Firm's EIN ▶ 41-0746749	
	Firm's address ▶ 4250 N FAIRFAX DRIVE SUITE 1020 ARLINGTON, VA 22203			Phone no (571) 227-9500	

Part III

Statement of Program Service Accomplishments

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

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1

Briefly describe the organization’s mission

TO SERVE THE LODGING INDUSTRY BY PROVIDING REPRESENTATION AT THE NATIONAL LEVEL IN GOVERNMENTAL AFFAIRS, EDUCATION, RESEARCH, COMMUNICATION, DIVERSITY AND VALUE-ADDED SERVICES

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 \$)

GOVERNMENT AFFAIRS THE GOVERNMENT AFFAIRS DEPARTMENT WORKS WITH ITS MEMBERS IN THE LODGING INDUSTRY TO ENSURE CONGRESS UNDERSTANDS HOW IMPORTANT POLICIES IMPACT HOTELIERS AH&LA'S ADVOCACY EFFORTS HAVE MADE SIGNIFICANT STRIDES PROMOTING THE LODGING INDUSTRY TO CONGRESS, THE ADMINISTRATION AND STATE AND LOCAL ELECTED OFFICIALS THE ISSUES THAT IMPACT OUR HOTELS AND THEIR EMPLOYEES FOCUS ON KEY AREAS AND ARE UPDATED BASED ON EMERGING PRIORITIES THEY INCLUDE TECHNOLOGY AND DISTRIBUTION, COMMERCIAL ACTIVITY ON SHORT-TERM RENTAL PLATFORMS, WORKFORCE, AND TRAVEL AND TOURISM PROMOTION ON TECHNOLOGY AND DISTRIBUTION THE HOTEL INDUSTRY IS RAPIDLY INNOVATING AND EXPANDING OFFERINGS TO BETTER SERVE GUESTS AND THIS REMAINS AN IMPORTANT FOCUS OF THE ASSOCIATION AS TECHNOLOGY AND EVER-EVOLVING ONLINE DISTRIBUTION CHANNELS TRANSFORM THE WAY GUESTS BOOK THEIR HOTEL ROOMS, THE INDUSTRY CONTINUES TO FOCUS ON EDUCATING CONSUMERS ON HOW TO PROTECT THEIR RESERVATIONS AND ENSURE THEIR EXPERIENCES ARE WHAT THEY INTENDED IN 2015, AH&LA SPEARHEADED A MEDIA OUTREACH CAMPAIGN HIGHLIGHTING THE MISLEADING AND DECEPTIVE PRACTICES PERPETRATED BY ROGUE ONLINE BOOKING WEBSITES THIS PUBLIC AWARENESS CAMPAIGN RESULTED IN THE SUPPORT OF OTHER CONSUMER GROUPS INCLUDING, THE BETTER BUSINESS BUREAU, AAA, AND THE FEDERAL TRADE COMMISSION (FTC) ISSUED ALERTS WARNING CONSUMERS ABOUT THESE SCAMS MEMBERS OF CONGRESS ALSO WROTE LETTERS TO THE FTC ENCOURAGING THE AGENCY TO INVESTIGATE THIS ONLINE BOOKING SCAM IN ADDITION, FOLLOWING THE ANNOUNCEMENT OF THE PROPOSED EXPEDIA ACQUISITION OF ORBITZ, AH&LA TOOK A PUBLIC STANCE IN OPPOSITION TO THE MERGER AND EDUCATED THE PUBLIC, THE PRESS AND POLICYMAKERS ABOUT DETRIMENTAL EFFECTS THE ACQUISITION COULD HAVE ON CONSUMERS, BY RESTRICTING CHOICE AND COMPETITION AND HARMING SMALL AND INDEPENDENT HOTEL OWNERS WHO MAKE UP NEARLY HALF OF THE HOTEL INDUSTRY ON COMMERCIAL ACTIVITY FOSTERED BY SHORT-TERM RENTAL PLATFORMS AH&LA LED A MULTI-TIERED ADVOCACY STRATEGY TO LEVEL THE PLAYING FIELD AGAIN ILLEGAL SHORT-TERM RENTALS AT THE FEDERAL, STATE AND LOCAL LEVELS THE ASSOCIATION CREATED AND DISTRIBUTED A TOOLKIT TO OUR MEMBERS AND PARTNERS, PROVIDING TALKING POINTS, GRASSROOTS ENGAGEMENT AND LEGISLATIVE OPTIONS TO EMPLOY ON THE STATE AND LOCAL LEVEL ADDITIONALLY, AH&LA JOINED THE DEMOCRATIC ATTORNEYS GENERAL ASSOCIATION AND THE REPUBLICAN ATTORNEYS GENERAL ASSOCIATION TO EDUCATE ATTORNEYS GENERAL ON THIS ISSUE AND THEIR ROLE IN ENFORCING EXISTING LAWS AT THE FEDERAL LEVEL, AH&LA WORKED TO INFORM KEY CONGRESSIONAL LEADERS AND COMMITTEES, AS WELL AS THE FTC, ON THE NEED FOR A LEVEL AND LEGAL PLAYING FIELD IN THE WAKE OF THE EMERGENCE OF ILLEGAL SHORT-TERM RENTALS THESE ACTIVITIES INCLUDED PARTICIPATION ON A PANEL AT A FTC WORKSHOP THE FIRST SIGNIFICANT FEDERAL EXAMINATION OF THE "SHARING ECONOMY" WE ARE ALSO PARTNERING WITH A BROAD-BASED COALITION THAT INCLUDES BED AND BREAKFAST ORGANIZATIONS, LABOR, AFFORDABLE HOUSING, NEIGHBORHOOD GROUPS AND MEMBERS OF THE BUSINESS COMMUNITY AND EDUCATING MEDIA NATIONALLY AND LOCALLY ON THE NEGATIVE IMPACT CAUSED BY THE PROLIFERATION OF UNREGULATED, COMMERCIAL ACTIVITY ON SUPPORTING THE HOTEL INDUSTRY WORKFORCE OUR EFFORTS AIM TO ENSURE HOTELIERS, INCLUDING MANY SMALL BUSINESS OWNERS, CAN GROW AND PRESERVE THE JOB GROWTH THAT IS SO CENTRAL TO LOCAL, STATE AND NATIONAL ECONOMIES FIGHTING DISCRIMINATORY WAGE ORDINANCES THAT UNFAIRLY TARGET THE LODGING INDUSTRY EXCLUSIVELY WERE A TOP PRIORITY IN 2015 FRONT AND CENTER TO THESE EFFORTS WAS OUR ACTION RELATED TO THE HOTEL-ONLY WAGE ORDINANCE IN LOS ANGELES AH&LA AND THE ASIAN AMERICAN HOTEL OWNERS ASSOCIATION (AAHOA) FILED A LAWSUIT AGAINST THE CITY OF LOS ANGELES IN DECEMBER 2014 OUR CHIEF CONCERN WAS NOT ABOUT WAGES BUT ABOUT UPENDING THE CAREFULLY BALANCED RELATIONSHIP BETWEEN LABOR AND MANAGEMENT BY ALLOWING LABOR TO WAIVE THE WAGES AT UNIONIZED PROPERTIES THOUGH AH&LA AND AAHOA MADE THE DECISION TO APPEAL AFTER THE COURT DENIED OUR MOTION FOR PRELIMINARY INJUNCTION, AH&LA CONTINUES TO FOCUS ON UTILIZING TARGETED OPPORTUNITIES TO PROVIDE THE HOTEL INDUSTRY'S PERSPECTIVE ON THIS DISCRIMINATORY ORDINANCE IN RECENT YEARS, MANY WORKFORCE AND LABOR INITIATIVES AT THE LOCAL, STATE AND NATIONAL LEVEL HAVE THREATENED BUSINESS AND JOB GROWTH, INCLUDING THE NATIONAL LABOR RELATIONS BOARD (NLRB) BROWNING FERRIS INDUSTRIES (BFI) DECISION THAT RESULTED IN A NEW, AMBIGUOUS "JOINT EMPLOYER" STANDARD THAT MAKES EMPLOYERS POTENTIALLY LIABLE FOR ACTIONS AND ACTIVITIES OF EMPLOYEES THAT THEY DO NOT EMPLOY AS A RESULT, IT JEOPARDIZES BUSINESS-TO-BUSINESS CONTRACTUAL RELATIONSHIPS AH&LA WORKED CLOSELY WITH LEADERS IN BOTH THE UNITED STATES HOUSE OF REPRESENTATIVES AND THE UNITED STATES SENATE TO PROVIDE OUR INDUSTRY'S PERSPECTIVE AND THE DIFFICULTIES THIS DECISION WILL HAVE ON SMALL BUSINESSES AND FRANCHISE OWNERS AH&LA ALSO CO-CHAIRS THE COALITION TO SAVE LOCAL BUSINESSES, WHICH IS A BROAD-BASED COALITION OF SMALL BUSINESSES AND ASSOCIATIONS THAT AIM TO EDUCATE KEY CONGRESSIONAL MEMBERS ON THE NEED FOR CHANGE ON TRAVEL AND TOURISM PROMOTION AH&LA WORKS WITH OUR PARTNERS TO EXPAND TOURISM PROMOTION AND MAKE IT EASIER FOR TRAVELERS TO OBTAIN VISAS SO THEY CAN VISIT AND EXPERIENCE AMERICA AS THEY CONTRIBUTE TO LOCAL ECONOMIES ACROSS THE UNITED STATES TRAVEL AND TOURISM SUPPORTS ONE IN NINE AMERICAN JOBS AND CONTRIBUTES \$141.5 BILLION IN FEDERAL, STATE, AND LOCAL TAXES GOING TOWARDS VALUABLE PROGRAMS IN COMMUNITIES ACROSS THE COUNTRY AH&LA ALSO CO-CHAIRS THE H-2B WORKFORCE COALITION, WHICH SUPPORTS THE H-2B VISA PROGRAM SO BUSINESSES CAN SUPPLEMENT THEIR WORKFORCE WITH TEMPORARY SEASONAL EMPLOYEES IF NO AMERICAN WORKERS ARE AVAILABLE IN ADDITION, AH&LA CONTINUES TO WORK WITH THE GENERAL SERVICES ADMINISTRATION AND CONGRESS TO ENSURE PER DIEM RATES REMAIN SUSTAINABLE

4b

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

INDUSTRY RELATIONS HELPING STUDENTS ACHIEVE THE AMERICAN DREAM AND FINANCE THEIR FUTURE, THE ASSOCIATION CONTINUES TO MAKE SIGNIFICANT CONTRIBUTIONS TO STUDENTS AROUND THE COUNTRY THE DEVELOPMENT OF YOUTH AND THE NEXT GENERATION OF HOTEL EMPLOYEES IS CENTRAL TO THE ASSOCIATION IN 2015, AH&LEF AWARDED ACADEMIC SCHOLARSHIPS TO 380 PROMISING HOSPITALITY MANAGEMENT STUDENTS ATTENDING 98 COLLEGES AND UNIVERSITIES ACROSS THE COUNTRY ADDITIONALLY, 16 HOTEL EMPLOYEES RECEIVED PROFESSIONAL DEVELOPMENT SCHOLARSHIPS FOR CERTIFICATION AND DISTANCE LEARNING TEN SCHOLARSHIP RECIPIENTS WERE SELECTED TO ATTEND THE 2015 LODGING CONFERENCE TO NETWORK WITH INDUSTRY LEADERS AND LEARN ABOUT IMPORTANT INDUSTRY ISSUES THESE SCHOLARSHIPS HELP PROVIDE MUCH NEEDED RESOURCES TO STUDENTS WHO SEEK A LIFE-LONG CAREER IN THE HOSPITALITY INDUSTRY WITH A MISSION DEDICATED TO HELPING PEOPLE BUILD CAREERS THAT IMPROVE THEIR LIVES AND STRENGTHEN THE LODGING INDUSTRY, THE FOUNDATION HAS DISBURSED MORE THAN \$20 MILLION THROUGH ITS PROGRAMS SINCE ITS INCEPTION IN 2015, THE FOUNDATION AWARDED MORE THAN \$1.25 MILLION TOWARD SCHOLARSHIPS, EDUCATIONAL PROGRAMMING, WORKFORCE/PROFESSIONAL DEVELOPMENT, CUTTING-EDGE RESEARCH PROJECTS AND GRANTS AH&LA OFFERS 30 COMMITTEES THAT ALLOW OUR DIVERSE MEMBERSHIP TO ENGAGE WITH THE ASSOCIATION AND THEIR PEERS TO ADDRESS IMPORTANT OPPORTUNITIES, CHALLENGES AND ISSUES FACING OUR INDUSTRY THESE COMMITTEES INCLUDE RESORT, SUSTAINABILITY, AND INDUSTRY ADVOCACY

4c

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

COMMITTEES AND CONTRIBUTIONS HELPING STUDENTS ACHIEVE THE AMERICAN DREAM AND FINANCE THEIR FUTURE, THE ASSOCIATION CONTINUES TO MAKE SIGNIFICANT CONTRIBUTIONS TO STUDENTS AROUND THE COUNTRY THE DEVELOPMENT OF YOUTH AND THE NEXT GENERATION OF HOTEL EMPLOYEES IS CENTRAL TO THE ASSOCIATION IN 2015, THE ASSOCIATION CONTRIBUTED \$745,000 IN INDUSTRY-RELATED SCHOLARSHIPS, THROUGH ITS FOUNDATION, THE AMERICAN HOTEL & LODGING EDUCATIONAL FOUNDATION THESE SCHOLARSHIPS HELP PROVIDE MUCH NEEDED RESOURCES TO STUDENTS WHO SEEK A LIFE-LONG CAREER IN THE HOSPITALITY INDUSTRY WORKFORCE DEVELOPMENT INITIATIVES ATTRACT AND RETAIN EMPLOYEES TO THE INDUSTRY IN MORE THAN 800 HIGH SCHOOLS AND TRAINING LOCATIONS THE FOUNDATION ALSO INVESTS IN INSTRUMENTAL INDUSTRY RESEARCH, PROVIDING \$278,000 COVERING SUCH ISSUES AS LODGING TAX RATES, COMMUNITY IMPACT OF HOTELS, AND THE IMPACT OF SHORT-TERM ONLINE RENTALS AH&LA HAS SIX COUNCILS THAT PROVIDE MEMBERS WITH OPPORTUNITIES FOR NETWORKING AND INFORMATION AND IDEA SHARING WITH COLLEAGUES FROM THEIR SPECIFIC INDUSTRY SEGMENTS THESE ARE THE BRANDS COUNCIL (COMPRISED OF HOTEL COMPANIES THAT OWN AND/OR MARKET BRANDS, INCLUDING THOSE THAT GRANT FRANCHISES FOR HOTEL BRANDS AND THE INDIVIDUAL PROPERTIES BRANDED BY THOSE HOTEL COMPANIES), OWNERS COUNCIL (COMPRISED OF HOTEL COMPANIES THAT OWN HOTELS), MANAGEMENT COMPANIES COUNCIL (COMPRISED OF HOTEL COMPANIES THAT OPERATE OR MANAGE HOTELS), INDEPENDENT HOTELS COUNCIL (COMPRISED OF HOTELS THAT ARE NOT BRANDED), PSA COUNCIL (COMPRISED OF THE PARTNER STATE ASSOCIATIONS), AND ALLIED COUNCIL (COMPRISED OF COMPANIES WHO DO BUSINESS WITH THE LODGING INDUSTRY) BESIDES THE COUNCILS, AH&LA AND ITS AFFILIATES OFFER MORE THAN 20 COMMITTEES

See Additional Data

4d

















Other program services (Describe in Schedule O)

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








4e

Total program service expenses ▶

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules *(continued)*

21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> 	21	Yes	
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> 	22		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> 	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b		
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> 	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> 	34	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes	
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)? <i>If "Yes," complete Schedule R, Part V, line 2</i> 	35b		No
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> 	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

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

Form **990** (2015)

Part VI Governance, Management, and Disclosure

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 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	67	
1b	Enter the number of voting members included in line 1a, above, who are independent	66	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6	Did the organization have members or stockholders?	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	Yes	
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
a	The governing body?	Yes	
b	Each committee with authority to act on behalf of the governing body?	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		No

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		No
10b	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?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?		No
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	Yes	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	Yes	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	Yes	
13	Did the organization have a written whistleblower policy?	Yes	
14	Did the organization have a written document retention and destruction policy?	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	Yes	
b	Other officers or key employees of the organization	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	Yes	
16b	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?	Yes	

Section C. Disclosure

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

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

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

20 State the name, address, and telephone number of the person who possesses the organization's books and records
 ► JOORI JEON 1250 I STREET NW SUITE 1100 WASHINGTON, DC 20005 (202) 289-3100

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons

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

[illegible]

Part VII

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										

1b	Sub-Total			
c	Total from continuation sheets to Part VII, Section A			
d	Total (add lines 1b and 1c)	2,612,864	0	229,438

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 ▶ 12

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

Section B. Independent Contractors

1

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

(A) Name and business address	(B) Description of services	(C) Compensation
HOLLAND & KNIGHT LLP PO BOX 864084 ORLANDO, FL 328864084	LEGAL	1,185,627
OUTSOURCE PARTNERS INTERNATIONAL 280 PARK AVENUE 38TH FLOOR NEW YORK, NY 10017	ACCOUNTING/FINANCE	678,967
OLIVER WYMAN INC PO BOX 3800-28 BOSTON, MA 02241	CONSULTING SERVICES	519,501
KALIBRI LABS LLS 1 CHURCH STREET SUITE 101 ROCKVILLE, MD 20850	CONSULTING SERVICES	358,458
VENABLE LLP PO BOX 62727 BALTIMORE, MD 212642727	LEGAL	337,476

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 ▶ 13

Part VIII

Statement of Revenue

Check 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	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . . .	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d					
	e	Government grants (contributions)	1e					
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	357,129				
	g	Noncash contributions included in lines 1a-1f \$						
	h	Total. Add lines 1a-1f			357,129			
Program Service Revenue	2a	MEMBERSHIP DUES	Business Code					
			900099	9,652,128	9,652,128			
	b	CONFERENCES	900099	2,754,490	2,754,490			
	c	GOVERNMENT AFFAIRS	900099	1,883,014	1,883,014			
	d	CONFERENCE SPONSORSHIPS	900099	377,894			377,894	
	e							
	f	All other program service revenue						
	g	Total. Add lines 2a-2f			14,667,526			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		81,789			81,789	
	4	Income from investment of tax-exempt bond proceeds . . .						
	5	Royalties		236,742			236,742	
	6a	Gross rents	(i) Real	(ii) Personal				
		b	Less rental expenses					
		c	Rental income or (loss)					
		d	Net rental income or (loss)					
	7a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		b	Less cost or other basis and sales expenses					
		c	Gain or (loss)					
		d	Net gain or (loss)		81,305			81,305
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a					
		b	Less direct expenses	b				
		c	Net income or (loss) from fundraising events . . .					
	9a	Gross income from gaming activities See Part IV, line 19	a					
		b	Less direct expenses	b				
		c	Net income or (loss) from gaming activities					
	10a	Gross sales of inventory, less returns and allowances	a					
		b	Less cost of goods sold	b				
		c	Net income or (loss) from sales of inventory . . .					
	Miscellaneous Revenue		Business Code					
	11a							
	b							
c								
d	All other revenue			7,749			7,749	
e	Total. Add lines 11a-11d			7,749				
12	Total revenue. See Instructions			15,432,240	14,289,632	0	785,479	

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
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.	1,791,273			
2	Grants and other assistance to domestic individuals. See Part IV, line 22.				
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4	Benefits paid to or for members.				
5	Compensation of current officers, directors, trustees, and key employees.	1,673,238			
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).				
7	Other salaries and wages.	2,678,123			
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).	111,645			
9	Other employee benefits.	308,563			
10	Payroll taxes.	234,147			
11	Fees for services (non-employees):				
a	Management.	80,000			
b	Legal.	594,104			
c	Accounting.	19,434			
d	Lobbying.				
e	Professional fundraising services. See Part IV, line 17.				
f	Investment management fees.	19,683			
g	Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	501,348			
12	Advertising and promotion.	218,073			
13	Office expenses.	348,054			
14	Information technology.				
15	Royalties.				
16	Occupancy.	623,380			
17	Travel.	285,078			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19	Conferences, conventions, and meetings.	628,818			
20	Interest.	4,535			
21	Payments to affiliates.				
22	Depreciation, depletion, and amortization.	180,199			
23	Insurance.	48,783			
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a	GOVERNMENT AFFAIRS	3,388,462			
b	TEMP AGENCY	457,365			
c	SUBSCRIPTION AND DUES	101,740			
d	OVERHEAD ALLOCATION	-126,528			
e	All other expenses	88,959			
25	Total functional expenses. Add lines 1 through 24e.	14,258,476			
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> 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)		(B)
				Beginning of year		End of year
Assets	1	Cash—non-interest-bearing		2,314,441	1	3,532,991
	2	Savings and temporary cash investments		996,201	2	1,163,469
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		705,446	4	1,192,975
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		554,955	9	626,434
	10a	Land, buildings, and equipment—cost or other basis. Complete Part VI of Schedule D	10a 1,916,488			
	b	Less: accumulated depreciation	10b 446,128	565,950	10c	1,470,360
	11	Investments—publicly traded securities		3,284,479	11	3,088,577
	12	Investments—other securities. See Part IV, line 11		26,366	12	26,366
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		347,905	15	361,281
	16	Total assets. Add lines 1 through 15 (must equal line 34)		8,795,743	16	11,462,453
Liabilities	17	Accounts payable and accrued expenses		1,914,747	17	1,401,789
	18	Grants payable			18	
	19	Deferred revenue		1,982,394	19	2,955,346
	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		616,954	25	1,817,967
	26	Total liabilities. Add lines 17 through 25		4,514,095	26	6,175,102
Net Assets or Fund Balances	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		4,105,227	27	5,098,671
	28	Temporarily restricted net assets		176,421	28	188,680
	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	Total net assets or fund balances		4,281,648	33	5,287,351
	34	Total liabilities and net assets/fund balances		8,795,743	34	11,462,453

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	15,432,240
2	Total expenses (must equal Part IX, column (A), line 25)	2	14,258,476
3	Revenue less expenses Subtract line 2 from line 1	3	1,173,764
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	4,281,648
5	Net unrealized gains (losses) on investments	5	-168,061
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	5,287,351

Part XII

Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> 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 <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
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 <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
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	Yes	
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?		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		

Additional Data

Software ID:
Software Version:
EIN: 13-0432130
Name: AMERICAN HOTEL & LODGING ASSOCIATION

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$	including grants of \$) (Revenue \$)
UNDER 30 GATEWAY FOSTERING THE NEXT GENERATION OF HOSPITALITY EMPLOYEES, THE UNDER 30 GATEWAY IS AH&LA'S FIRST-EVER PROGRAM DEDICATED TO ADDRESSING THE PERSONAL AND PROFESSIONAL NEEDS OF YOUNG HOSPITALITY PROFESSIONALS GATEWAY MEMBERSHIP IS OPEN TO ALL HOSPITALITY PROFESSIONALS WORKING IN ANY CAPACITY THERE ARE 10 STATE CHAPTERS REPRESENTING SOME 800 MEMBERS AH&LA HAS WORKED TO MORE CLOSELY INTEGRATE THE STUDENT CHAPTER AND UNDER 30 GATEWAY PROGRAMS TO PROVIDE A SEAMLESS TRANSITION FROM ONE MEMBERSHIP CATEGORY TO THE NEXT				
(Code) (Expenses \$	including grants of \$) (Revenue \$)
WOMEN IN LODGING WOMEN IN LODGING (WIL) IS THE FIRST INDUSTRY-WIDE FORUM FOR FEMALE HOSPITALITY PROFESSIONALS CONNECTING THE INDUSTRY'S TOP LEADERS AND PROVIDING OPPORTUNITIES TO GAIN A STRONGER FOOTING IN THE BUSINESS, WIL'S PURPOSE IS TO PROMOTE AND DEVELOP WOMEN INTO SENIOR EXECUTIVE ROLES IN THE INDUSTRY WITH MORE THAN 2,000 PARTICIPANTS, WIL SEEKS TO EXPAND ITS MEMBERSHIP GOING FORWARD AND CONTRIBUTE TO THE GROWTH OF PROFESSIONAL WOMEN THROUGHOUT THE INDUSTRY WITH THE VISION OF THE ALLOWING THE BEST LEADERS TO LEAD				

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code)	(Expenses \$)	including grants of \$)	(Revenue \$)
STUDENT CHAPTERS LAUNCHED IN 2009, THERE ARE 25 OFFICIAL CHAPTERS WITH ALMOST 2,000 MEMBERS THESE CHAPTERS ALLOW STUDENTS TO NETWORK AND GET A GOOD GLIMPSE OF OUR INDUSTRY BY DELVING INTO THE WORLD OF BEFORE RECEIVING A DIPLOMA OR CERTIFICATION STUDENT MEMBERS ARE PART OF A NETWORK OF INDUSTRY EXECUTIVES AND INVITED TO ATTEND AH&LA CONFERENCES AND EVENTS, WHERE THEY CAN MEET POTENTIAL EMPLOYERS FACE-TO-FACE ONGOING WORK AIMS TO PROVIDE STUDENTS WITH THE LATEST HOSPITALITY NEWS, INFORMATION, AND EDUCATION RESOURCES, SO THAT THEY CAN STAY ON TOP OF THE TRENDS AND BEST PRACTICES OF THE INDUSTRY AND SET THEMSELVES APART FROM THE COMPETITION WHEN GRADUATION DAY FINALLY ARRIVES			

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JAMES ABRAHAMSON CHAIR OF THE BOARD	1 00 2 00	X		X				0	0	0
MARK CARRIER VICE CHAIR	1 00 0 00	X		X				0	0	0
GEOFF BALLOTTI SECRETARY/TREASURER	1 00 2 00	X		X				0	0	0
ALAN FUERSTMAN DIRECTOR	1 00 0 00	X						0	0	0
ALEX CABANAS DIRECTOR	1 00 0 00	X						0	0	0
ALFRED YOUNG JR DIRECTOR	1 00 0 00	X						0	0	0
AMANDA HITE DIRECTOR	1 00 0 00	X						0	0	0
ANGELO LOMBARDI DIRECTOR	1 00 0 00	X						0	0	0
BARRY WALLACE DIRECTOR	1 00 0 00	X						0	0	0
BILL DEFORREST DIRECTOR	1 00 0 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
BILL SIMPSON DIRECTOR	1 00 0 00	X						0	0	0
BIMAL PATEL DIRECTOR	1 00 0 00	X						0	0	0
BOB HABEEB DIRECTOR	1 00 0 00	X						0	0	0
BOB HERMANY DIRECTOR	1 00 0 00	X						0	0	0
BOB SMITH DIRECTOR	1 00 0 00	X						0	0	0
BUGGSI PATEL DIRECTOR	1 00 0 00	X						0	0	0
DANIEL HANSEN DIRECTOR	1 00 0 00	X						0	0	0
DAVE JOHNSON DIRECTOR	1 00 2 00	X						0	0	0
DAVID GRISSIN DIRECTOR	1 00 0 00	X						0	0	0
DJ RAMA DIRECTOR	1 00 0 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DOUG DREHER CHA DIRECTOR	1 00 0 00	X						0	0	0
GERRY CHASE DIRECTOR	1 00 0 00	X						0	0	0
GLENDA MCNEAL DIRECTOR	1 00 0 00	X						0	0	0
GREG DUGAL DIRECTOR	1 00 0 00	X						0	0	0
GREG MILLER DIRECTOR	1 00 0 00	X						0	0	0
GREGORY MARCUS DIRECTOR	1 00 0 00	X						0	0	0
JAMES MILES DIRECTOR	1 00 0 00	X						0	0	0
JAMIE SABATIER DIRECTOR	1 00 0 00	X						0	0	0
JAVIER ROSENBERG DIRECTOR	1 00 0 00	X						0	0	0
JEFFREY BROWN DIRECTOR	1 00 0 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JIM AMOROSIA DIRECTOR	1 00 0 00	X						0	0	0
JIM HOLTHOUSER DIRECTOR	1 00 0 00	X						0	0	0
JOEL EISEMANN DIRECTOR	1 00 0 00	X						0	0	0
JOHN ARABIA DIRECTOR	1 00 0 00	X						0	0	0
JOHN BELDEN DIRECTOR	1 00 0 00	X						0	0	0
JOHN FITZPATRICK DIRECTOR	1 00 0 00	X						0	0	0
JOHN MURRAY DIRECTOR	1 00 0 00	X						0	0	0
JON BORTZ DIRECTOR	1 00 0 00	X						0	0	0
JUSTIN KNIGHT DIRECTOR	1 00 0 00	X						0	0	0
KATHRYN BURTON DIRECTOR	1 00 0 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KEITH OVERTON DIRECTOR	1 00 0 00	X						0	0	0
KIRK KINSELL DIRECTOR	1 00 0 00	X						0	0	0
LEA ANN KISH DIRECTOR	1 00 0 00	X						0	0	0
LYNNE DOUGHERTY DIRECTOR	1 00 0 00	X						0	0	0
MARC GORDON DIRECTOR	1 00 2 00	X						0	0	0
MIKE DEITEMEYER DIRECTOR	1 00 0 00	X						0	0	0
MIKE MCILWAIN DIRECTOR	1 00 0 00	X						0	0	0
MINAZ ABJI DIRECTOR	1 00 2 00	X						0	0	0
PATTI COLLEY DIRECTOR	1 00 0 00	X						0	0	0
PAUL KIRWIN DIRECTOR	1 00 2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PRATIK PATEL DIRECTOR	1 00 0 00	X						0	0	0
PREM DEVADAS DIRECTOR	1 00 0 00	X						0	0	0
RENA REISS DIRECTOR	1 00 0 00	X						0	0	0
RICHARD KELLEHER DIRECTOR	1 00 0 00	X						0	0	0
RICHARD TAKACH JR DIRECTOR	1 00 0 00	X						0	0	0
ROBERT ALTER DIRECTOR	1 00 0 00	X						0	0	0
RON POHL DIRECTOR	1 00 0 00	X						0	0	0
ROSS BIERKAN DIRECTOR	1 00 0 00	X						0	0	0
SCOTT JOSLOVE DIRECTOR	1 00 0 00	X						0	0	0
STEPHEN BARTOLIN JR DIRECTOR	1 00 0 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
TERRI HAACK DIRECTOR	1 00 0 00	X						0	0	0
TOM BARDENETT DIRECTOR	1 00 0 00	X						0	0	0
TOM CORCORAN DIRECTOR	1 00 0 00	X						0	0	0
TRISHA PUGAL DIRECTOR	1 00 0 00	X						0	0	0
VIJAY DANDAPANI DIRECTOR	1 00 0 00	X						0	0	0
WALTER ISENBERG DIRECTOR	1 00 0 00	X						0	0	0
KATHERINE LUGAR PRESIDENT & CHIEF EXECUTIVE OFFICER	32 00 8 00	X		X				679,740	0	43,945
JOORI JEON EXECUTIVE VICE PRESIDENT & CFO	21 00 19 00			X				370,380	0	39,525
SUSAN K MILES SR VP, INDUSTRY RELATIONS	40 00 0 00				X			205,380	0	18,801
VANESSA G SINDERS SR VP, DEPT HEAD FOR GOVT AFFAIRS	40 00 0 00				X			289,508	0	25,959

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ROSANNA MAIETTA SR VP, MARKETING/COMMUNICATIONS	40 00 0 00					X		250,380	0	17,339
MATTHEW L MACLAREN SR VP, MEMBER RELATIONS	40 00 0 00					X		220,380	0	26,020
BRIAN CRAWFORD VP, GOVERNMENT & POLITICAL AFFAIRS	40 00 0 00					X		216,355	0	6,752
MARYAM KHAN COPE VP, GOVERNMENT & POLITICAL AFFAIRS	40 00 0 00					X		195,820	0	26,475
CRAIG KALKUT VP, GOVERNMENT & POLITICAL AFFAIRS	40 00 0 00					X		184,921	0	24,622

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.
▶Information about Schedule C (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

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2015
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If the organization answered "Yes" on 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" on 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" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

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

Name of the organization AMERICAN HOTEL & LODGING ASSOCIATION	Employer identification number 13-0432130
--	--

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 ▶ \$ 15,000
- 3 Volunteer hours 0

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 ▶ \$ 15,000
- 3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$ 15,000
- 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-
(1) REPUBLICAN GOVERNORS ASSOCIATION	1010 WISCONSIN AVENUE NW SUITE 57 WASHINGTON, DC 20007	11-3655877	15,000	
2				
3				
4				
5				
6				

Part II-A

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grass roots lobbying)														
b	Total lobbying expenditures to influence a legislative body (direct lobbying)														
c	Total lobbying expenditures (add lines 1a and 1b)														
d	Other exempt purpose expenditures														
e	Total exempt purpose expenditures (add lines 1c and 1d)														
f	Lobbying nontaxable amount Enter the amount from the following table in both columns														
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><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></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														
g	Grassroots nontaxable amount (enter 25% of line 1f)														
h	Subtract line 1g from line 1a If zero or less, enter -0-														
i	Subtract line 1f from line 1c If zero or less, enter -0-														
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?														
		<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 separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B

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

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

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

Part III-A

Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

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

Part III-B

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

1 Dues, assessments and similar amounts from members	1	9,652,128
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	2,036,433
b Carryover from last year	2b	-980,294
c Total	2c	1,056,139
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	3,281,723
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures (see instructions)	5	-2,225,584

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, lines 1 and 2 (see instructions), and Part II-B, line 1 Also, complete this part for any additional information

Return Reference	Explanation
PART I-A, LINE 1	PROVIDED AH&LA WITH ACCESS TO REPUBLICAN GOVERNORS

SCHEDULE D

(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization AMERICAN HOTEL & LODGING ASSOCIATION	Employer identification number 13-0432130
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Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate value of contributions to (during year)	
3	Aggregate value of 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? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>	
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? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>	

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1	Purpose(s) of conservation easements held by the organization (check all that apply) <div><input type="checkbox"/> Preservation of land for public use (e g , recreation or education)<div><input type="checkbox"/> Protection of natural habitat <input type="checkbox"/> Preservation of open space</div><input type="checkbox"/> Preservation of an historically important land area <input type="checkbox"/> Preservation of a certified historic structure</div>
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
a	Total number of conservation easements
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register
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? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>
6	Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ►
7	Amount of expenses incurred in monitoring, inspecting, handling of violations, 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)? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>
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" on 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)	Revenue included on 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	Revenue included on 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" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

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

☐ Yes ☐ No

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

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?

☐ 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	b (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 on 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" on 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				
b Buildings				
c Leasehold improvements		1,147,589	95,632	1,051,957
d Equipment		768,899	350,496	418,403
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) ▶				1,470,360

Part XI

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a		
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	
3	Subtract line 2e from line 1		3	
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	
5	Total revenue Add lines 3 and 4c.(This must equal Form 990, Part I, line 12)		5	

Part XII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	
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	
3	Subtract line 2e from line 1		3	
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	
5	Total expenses Add lines 3 and 4c.(This must equal Form 990, Part I, line 18)		5	

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.

Return Reference	Explanation
PART X, LINE 2	AMERICAN HOTEL & LODGING ASSOCIATION (AH&LA) IS EXEMPT FROM THE PAYMENT OF INCOME TAXES ON ITS EXEMPT ACTIVITIES UNDER SECTION 501(C)(6) OF THE INTERNAL REVENUE CODE. AH&LA EVALUATED ITS TAX POSITION AND DETERMINED THAT ITS POSITION IS MORE LIKELY THAN NOT TO BE SUSTAINED ON EXAMINATION. AH&LA'S 2011 THROUGH 2014 TAX YEARS ARE OPEN FOR EXAMINATION BY THE IRS.

Part XIII **Supplemental Information** *(continued)*

Return Reference	Explanation

2015

13-0432130

Schedule I (Form 990) 2015

Part III

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

(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.

Return Reference	Explanation
PART I, LINE 2	THE ORGANIZATION'S CHIEF FINANCIAL OFFICER (CFO) IS ALSO PRESIDENT OF AMERICAN HOTEL & LODGING EDUCATIONAL FOUNDATION AND CFO OF AMERICAN HOTEL & LODGING EDUCATIONAL INSTITUTE AND THEREFORE IS ABLE TO MONITOR HOW AND WHERE SUCH GRANTS ARE DISBURSED THROUGH EACH OF THE RELATED ORGANIZATIONS' PROGRAMS. EACH OF THE RECIPIENT ORGANIZATIONS BUDGET THE AH&LA GRANT FUNDING WHICH DETAILS HOW THE FUNDS ARE TO BE USED

Additional Data

Software ID:
Software Version:
EIN: 13-0432130
Name: AMERICAN HOTEL & LODGING ASSOCIATION

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
AMERICAN HOTEL & LODGING EDUCATIONAL FOUNDATION 1250 I STREET NW SUITE 1100 WASHINGTON,DC 20005	13-6095316	501(C)(3)	871,083				SCHOLARSHIP/RESEARCH CONTRIBUTION
AMERICAN HOTEL & LODGING EDUCATIONAL INSTITUTE 800 NORTH MAGNOLIA AVENUE SUITE 300 300 ORLANDO,FL 32803	38-1557821	501(C)(3)	871,083				RESEARCH CONTRIBUTION

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

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
AMERICAN HOTEL & LODGING ASSOCIATION

Employer identification number
13-0432130

Part I Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. <div><div><input type="checkbox"/> First-class or charter travel</div><div><input type="checkbox"/> Housing allowance or residence for personal use</div><div><input type="checkbox"/> Travel for companions</div><div><input type="checkbox"/> Payments for business use of personal residence</div><div><input type="checkbox"/> Tax indemnification and gross-up payments</div><div><input checked="" type="checkbox"/> Health or social club dues or initiation fees</div><div><input type="checkbox"/> Discretionary spending account</div><div><input type="checkbox"/> Personal services (e g , maid, chauffeur, chef)</div></div>		
b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	Yes	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	Yes	
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. <div><div><input type="checkbox"/> Compensation committee</div><div><input checked="" type="checkbox"/> Written employment contract</div><div><input type="checkbox"/> Independent compensation consultant</div><div><input checked="" type="checkbox"/> Compensation survey or study</div><div><input type="checkbox"/> Form 990 of other organizations</div><div><input checked="" type="checkbox"/> Approval by the board or compensation committee</div></div>		
4 During the year, did any person listed on 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?		No
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?		No
c Participate in, or receive payment from, an equity-based compensation arrangement?		No
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5 For persons listed on 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," on line 5a or 5b, describe in Part III		
6 For persons listed on 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," on line 6a or 6b, describe in Part III		
7 For persons listed on 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 on 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" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column(B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 KATHERINE LUGAR PRESIDENT & CHIEF EXECUTIVE OFFICER	(i)	518,942 -----	150,000 -----	10,798 -----	15,900 -----	28,045 -----	723,685 -----	0 -----
	(ii)	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----
2 JOORI JEON EXECUTIVE VICE PRESIDENT & CFO	(i)	336,077 -----	30,000 -----	4,303 -----	15,900 -----	23,625 -----	409,905 -----	0 -----
	(ii)	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----
3 SUSAN K MILES SR VP, INDUSTRY RELATIONS	(i)	197,692 -----	5,000 -----	2,688 -----	9,069 -----	9,732 -----	224,181 -----	0 -----
	(ii)	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----
4 VANESSA G SINDERS SR VP, DEPT HEAD FOR GOVT AFFAIRS	(i)	261,057 -----	25,000 -----	3,451 -----	10,858 -----	15,101 -----	315,467 -----	0 -----
	(ii)	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----
5 ROSANNA MAIETTA SR VP, MARKETING/COMMUNICATIONS	(i)	237,231 -----	10,000 -----	3,149 -----	12,185 -----	5,154 -----	267,719 -----	0 -----
	(ii)	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----
6 MATTHEW L MACLAREN SR VP, MEMBER RELATIONS	(i)	217,462 -----	0 -----	2,918 -----	6,000 -----	20,020 -----	246,400 -----	0 -----
	(ii)	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----
7 BRIAN CRAWFORD VP, GOVERNMENT & POLITICAL AFFAIRS	(i)	202,909 -----	10,000 -----	3,446 -----	423 -----	6,329 -----	223,107 -----	0 -----
	(ii)	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----
8 MARYAM KHAN COPE VP, GOVERNMENT & POLITICAL AFFAIRS	(i)	193,292 -----	0 -----	2,528 -----	11,726 -----	14,749 -----	222,295 -----	0 -----
	(ii)	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----
9 CRAIG KALKUT VP, GOVERNMENT & POLITICAL AFFAIRS	(i)	182,828 -----	0 -----	2,093 -----	11,095 -----	13,527 -----	209,543 -----	0 -----
	(ii)	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----	0 -----

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.

Return Reference	Explanation
PART I, LINE 1A	HEALTH OR SOCIAL CLUB DUES KATHERINE LUGAR - \$6,771 - INCLUDED IN TAXABLE INCOME

Additional Data

Software ID:
Software Version:
EIN: 13-0432130
Name: AMERICAN HOTEL & LODGING ASSOCIATION

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 KATHERINE LUGAR PRESIDENT & CHIEF EXECUTIVE OFFICER	(i)	518,942	150,000	10,798	15,900	28,045	723,685	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
1 JOORI JEON EXECUTIVE VICE PRESIDENT & CFO	(i)	336,077	30,000	4,303	15,900	23,625	409,905	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
2 SUSAN K MILES SR VP, INDUSTRY RELATIONS	(i)	197,692	5,000	2,688	9,069	9,732	224,181	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
3 VANESSA G SINDERS SR VP, DEPT HEAD FOR GOVT AFFAIRS	(i)	261,057	25,000	3,451	10,858	15,101	315,467	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
4 ROSANNA MAIETTA SR VP, MARKETING/COMMUNICATIONS	(i)	237,231	10,000	3,149	12,185	5,154	267,719	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
5 MATTHEW L MACLAREN SR VP, MEMBER RELATIONS	(i)	217,462	0	2,918	6,000	20,020	246,400	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
6 BRIAN CRAWFORD VP, GOVERNMENT & POLITICAL AFFAIRS	(i)	202,909	10,000	3,446	423	6,329	223,107	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
7 MARYAM KHAN COPE VP, GOVERNMENT & POLITICAL AFFAIRS	(i)	193,292	0	2,528	11,726	14,749	222,295	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
8 CRAIG KALKUT VP, GOVERNMENT & POLITICAL AFFAIRS	(i)	182,828	0	2,093	11,095	13,527	209,543	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0

SCHEDULE O (Form 990 or 990-EZ)

Department of the
Treasury
Internal Revenue
Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

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

2015

**Open to Public
Inspection**

Name of the organization
AMERICAN HOTEL & LODGING ASSOCIATION

Employer identification number

13-0432130

Return Reference

Explanation

FORM 990, PART VI, SECTION A, LINE 1	THE EXECUTIVE COMMITTEE OF THE BOARD IS COMPOSED OF 11 INDIVIDUALS WHICH INCLUDES FOUR CURRENT ELECTED OFFICERS, PRESIDENT OF THE ASSOCIATION, ONE REPRESENTATIVE FROM THE PROPERTIES, ALLIED, AND HOTEL COMPANIES MEMBERS, TWO REPRESENTATIVES FROM THE PARTNER STATE LODGING ASSOCIATIONS, AND ONE REPRESENTATIVE FROM THE AUDIT COMMITTEE THE EXECUTIVE COMMITTEE SHALL CONDUCT THE NECESSARY BUSINESS OF THE ORGANIZATION BETWEEN MEETINGS OF THE BOARD OF DIRECTORS INCLUDING REGULAR OVERSIGHT OF ALL THE ORGANIZATIONS ENTITIES ALL ACTIONS OF THE EXECUTIVE COMMITTEE MUST BE REVIEWED AND RATIFIED BY THE BOARD BY THE NEXT MEETING
---	--

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE MEMBER TYPES OF THE ASSOCIATION INCLUDE PARTNER STATE, PROPERTY OWNER, CORPORATE/MULTI-UNIT OWNER, INTERNATIONAL, FACULTY, STUDENT, ALLIED, AND UNDER 30 GATEWAY MEMBERS HOTELS, HOTEL COMPANIES, ALLIED COMPANIES AND INDIVIDUALS CAN BE MEMBERS

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7A	EACH MEMBER OF THE ASSOCIATION HAS A VOICE IN THE GOVERNANCE OF THE ORGANIZATION BY VIRTUE OF BEING ENTITLED TO VOTE AT THE MEETINGS OF THE MEMBERS MEMBERS GENERALLY VOTE ON OFFICERS, BOARD MEMBERS AND BYLAW CHANGES

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11	THE BOARD OF DIRECTORS DELEGATED THE REVIEW OF FORM 990 TO THE AUDIT AND CERTIFICATION & CREDENTIALS COMMITTEE (ACC) BEFORE FILING A DRAFT OF FORM 990 IS POSTED ON A SECURED WEBSITE MADE AVAILABLE TO THE ACC FOR REVIEW THE ACC REVIEWS THE ENTIRE RETURN AND DIRECTS ANY QUESTIONS TO THE CHIEF FINANCIAL OFFICER (CFO) OF THE ASSOCIATION QUESTIONS ARE COMMUNICATED TO THE CFO OF THE ASSOCIATION THAT MAY LEAD TO REVISIONS TO THE RETURN BEFORE IT IS FINALIZED AND FILED WITH THE INTERNAL REVENUE SERVICE

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	<p>ON AN ANNUAL BASIS ALL EMPLOYEES ARE GIVEN THE CONFLICT OF INTEREEST POLICY AND ARE REQUIRED TO SIGN THE ACKNOWLEDGEMENT FORM INDICATING THAT THEY HAVE READ AND UNDERSTAND THE POLICY AND GUIDELINES ADDTIONALLY , THE POLICY IS IN THE EMPLOYEE HANDBOOK THAT THEY , ON AN ANNUAL BASIS, MUST REVIEW AND SIGN SHOULD A CONFLICT OF INTEREST BE BROUGHT TO THE ASSOCIATION'S ATTENTION, ALL LEGAL GUIDELINES WILL BE FOLLOWED ACCORDING TO THE POLICY SET FORTH IN THE EMPLOYEE HANDBOOK BOARD MEMBERS ARE REQUIRED TO SIGN ACKNOWLEDGEMENT OF THE CONFLICT OF INTEREST POLICY ON AN ANNUAL BASIS THIS PROCESS INCLUDES REVIEWING AND COMPLETEING A DISCLOSURE STATEMENT ADDITIONALLY, THE DUTY TO DISCLOSE CONFLICTS OF INTEREST IS AN ONGOING ONE, AND ANY NEW INFORMATION SHOULD BE REPORTED PROMPTLY TO THE PRESIDENT/CHIEF EXECUTIVE DIRECTOR AND/OR THE BOARD OF DIRECTORS AND DISCUSSED WITH AH&LA COUNSEL THE POLICY IS ALSO INCLUDED IN THE BOARD AGENDA ALONG WITH THE ANTI-TRUST LAW AS A REMINDER OF THE POLICY</p>

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	<p>A COMMITTEE MADE UP OF THE CHAIR, VICE CHAIR, IMMEDIATE PAST CHAIR, AND TREASURER/SECRETARY OF AMERICAN HOTEL & LODGING ASSOCIATION (AH&LA) REVIEWS THE "ASSOCIATION EXECUTIVE COMPENSATION & BENEFITS STUDY" PUBLISHED BY THE AMERICAN SOCIETY OF ASSOCIATION EXECUTIVES THIS STUDY EXAMINES THE SALARIES AND EMPLOYMENT BENEFITS OF CHIEF EXECUTIVE OFFICERS ON NON-PROFIT ORGANIZATIONS, AS WELL AS OTHER KEY POSITIONS THE STUDY IS BROKEN DOWN INTO GEOGRAPHIC LOCATION OF NON-PROFIT ORGANIZATIONS AND BUDGET SIZE THE COMPENSATION AND BENEFITS OF THE PRESIDENT & CHIEF EXECUTIVE DIRECTOR (CEO) ARE MEASURED AGAINST THE RESULTS OF THE STUDY ADDITIONALLY, THE BOARD OF DIRECTORS GIVES ITS FINAL APPROVAL IN HIRING THE PRESIDENT & CEO AND DETERMINES HIS/HER COMPENSATION WITH RESPECT TO THE OTHER OFFICERS OF AH&LA, THE PRESIDENT & CEO SETS THE COMPENSATION FOR THESE POSITIONS THE OTHER OFFICERS OF AH&LA RECEIVE THE SAME BENEFITS AS THE ENTIRE STAFF THIS PROCESS WAS LAST COMPLETED IN 2014</p>

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE AMERICAN HOTEL & LODGING ASSOCIATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

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.▶ Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
AMERICAN HOTEL & LODGING ASSOCIATION

Employer identification number
13-0432130

Part I Identification of Disregarded Entities Complete if the organization answered "Yes" on Form 990, Part IV, line 33.					
(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

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
(1)AMERICAN HOTEL AND LODGING EDUCATIONAL FOUNDATION INC 1250 I STREET NW 1100 WASHINGTON, DC 20005 13-6095316	CREATE AND GRANT AWARDS FOR HOSPITALITY INDUSTRY	NY	501(C)(3)	LINE 11A, I	AMERICAN HOTEL & LODGING ASSOCIATION	Yes	
(2)AMERICAN HOTEL AND LODGING EDUCATIONAL INSTITUTE 800 NORTH MAGNOLIA AVENUE SUITE 300 ORLANDO, FL 32803 38-1557821	DEVELOP INSTRUCTIONAL MATERIAL FOR HOSPITALITY INDUSTRY	MI	501(C)(3)	LINE 11A, I	AMERICAN HOTEL & LODGING ASSOCIATION	Yes	

Part III

Identification of Related Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end- of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
AMERICAS LODGING INVESTMENT (1) SUMMIT LLC 2900 BRISTOL STREET SUITE D1010 COSTA MESA, CA 92626 52-2313996	INDUSTRY RELATED CONFERENCING	CA	AMERICAN HOTEL & LODGING ASSOCIATION	RELATED	2,376,275	2,401,441		No			No	50 000 %

Part IV

Identification of Related Organizations Taxable as a Corporation or Trust Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No
(1) AMERICAN HOTEL & LODGING ASSOCIATION DIRECTORY CORPORATION 1250 I STREET NW SUITE 1100 WASHINGTON, DC 20005 13-0432100	PUBLISHER	NY	AMERICAN HOTEL & LODGING ASSOCIATION	C	-1,261		100 000 %	Yes	

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)

Yes

No

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

1l

1m

1n

1o

1p

1q

1r

1s

No

Yes

Yes

No

No

No

No

No

No

No

No

Yes

Yes

Yes

Yes

Yes

Yes

Yes

Yes

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
See Additional Data Table			

Schedule R (Form 990) 2015

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

Part VII **Supplemental Information**

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

Return Reference	Explanation
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Additional Data

Software ID:
Software Version:
EIN: 13-0432130
Name: AMERICAN HOTEL & LODGING ASSOCIATION

Form 990, Schedule R, Part V - Transactions With Related Organizations

(a) Name of related organization		(b) Transaction type(a-s)	(c) Amount Involved	(d) Method of determining amount involved
(1)	AMERICAN HOTEL & LODGING EDU FOUNDATION	B	871,083	CASH
(1)	AMERICAN HOTEL & LODGING EDU FOUNDATION	J	335,346	CASH
(2)	AMERICAN HOTEL & LODGING EDU FOUNDATION	O	217,654	CASH
(3)	AMERICAN HOTEL & LODGING EDU FOUNDATION	Q	277,000	CASH
(4)	AMERICAN HOTEL & LODGING EDU FOUNDATION	S	285,000	CASH
(5)	AMERICAN HOTEL & LODGING EDU INSTITUTE	B	871,083	CASH
(6)	AMERICAN HOTEL & LODGING EDU INSTITUTE	J	126,770	CASH
(7)	AMERICAN HOTEL & LODGING EDU INSTITUTE	M	214,524	CASH
(8)	AMERICAN HOTEL & LODGING EDU INSTITUTE	Q	211,000	CASH
(9)	AMERICAS LODGING INVESTMENT SUMMIT LLC	S	6,928,214	CASH