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Form 990-PF

Return of Private Foundation

or Section 4947(a)(1) Trust Treated as Private Foundation

OMB No 1545-0052

Department of the Treasury

Do not enter social security numbers on this form as it may be made public. Information about Form 990-PF and its separate instructions is at www.irs.gov/form990pf. Open to Public Inspection

FC	r caler	ndar year 2015 or tax year beginning	, a	nd ending				
	me of fou			-	A Employer	identification number		
		oundation, Inc.						
Nu	mber and	d street (or P O box number if mail is not delivered to street address)		Room/suite	•	38-3386198		
		orthwestern Hwy.		200	B Telephone	number (see instructio	ns)	
	y or town		ZIP coo		}	(0.10) 500 0000		
		on Hills MI	4833					
Fo	reign cou	intry name Foreign province/state/county	Foreigr	n postal cod	fe C If exempt	on application is pendir	ig, check here ▶	
_	Charl	call that apply			\dashv			
G	Check		of a former pu	iblic chai	rity D 1. Foreigi	n organizations, check h	nere ► 📙	
		☐ Final return ☐ Amended ret			_	n organizations meeting		
_	Charl	Address change Name chang				here and attach comput foundation status was te	_	
_		type of organization 💢 Section 501(c)(3) exempt pr			section 50	7(b)(1)(A), check here		
닏		on 4947(a)(1) nonexempt charitable trust U Other taxa				.,		
ı		narket value of all assets at J Accounting method	X Cash	Accru	Jal F If the four	dation is in a 60-month		
		f year (from Part II, col. (c), Other (specify)			under sec	tion 507(b)(1)(B), check	here •	
		6) ▶ \$ 2,845,930 (Part I, column (d) must be	on cash basis)		· · ·		
L	art I	• • •	(a) Revenue a	1 (D)	Net investment	(c) Adjusted net	(d) Disbursements for charitable	
		amounts in columns (b), (c), and (d) may not necessarily	expenses pe	er (~)	income	income	purposes	
	T	equal the amounts in column (a) (see instructions))					(cash basis only)	
	1	Contributions, gifts, grants, etc., received (attach schedule)	327	,812				
	2	Check ► If the foundation is not required to attach Sch B			20.010			
	3	Interest on savings and temporary cash investments		,648	22,648			
	4	Dividends and interest from securities .	12	,439	12,439		<u> </u>	
}	5a	Gross rents					-	
)]	b	Net rental income or (loss)	6	560				
ı e	6a b	Net gain or (loss) from sale of assets not on line 10 Gross sales price for all assets on line 6a 391,312	-0	,568				
Revenue	7	Capital gain net income (from Part IV, line 2)					1	
e S	8	Net short-term capital gain					1	
œ	9	Income modifications					1	
	10a	Gross sales less returns and allowances						
	b	Less Cost of goods sold .						
	С	Gross profit or (loss) (attach schedule)	1				- ;	
ı	11	Other income (attach schedule)					1	
	12	Total. Add lines 1 through 11	356	,331	35,087	0		
ut	13	Compensation of officers, directors, trustees, etc.						
nses	14	Other employee salaries and wages)					
en	15	Pension plans, employee benefits	77					
QX	16a	Legal fees (attach schedule)	S					
Ш	b	Accounting fees (attach schedule) MAY 1 2 20	0					
and Administrative Expe	_ C	Other professional fees (attach schedule)	SS					
Ī	17	Interest . OCDEN, E		005				
is	18	Taxes (attach schedule) (see instructions)		925			 	
nin	19	Depreciation (attach schedule) and depletion					<u> </u>	
o di	20	Occupancy						
₹	21	Printing and publications					_	
Ĭ	23	Other expenses (attach schedule)		24	·			
		Total operating and administrative expenses.		 -				
ţ		Add lines 13 through 23		949	0	0	0	
Operating	25	Contributions, gifts, grants paid	198	,524			198,524	
ă	26	Total expenses and disbursements. Add lines 24 and 25		,473	0	0		
	27	Subtract line 26 from line 12.	199	,-1.5			100,024	
	a	Excess of revenue over expenses and disbursements .	156	,858				
	b	Net investment income (if negative, enter -0-)	130	,===	35,087			
	C	Adjusted net income (if negative, enter -0-)			20,001	0		

n.	2411	Attached schedules and amounts in the description column	Beginning of year	_ End	of year
Ρć	art II	Balance Sheets should be for end-of-year amounts only (See instructions.)	(a) Book Value	(b) Book Value	(c) Fair Market Value
	1	Cash—non-interest-bearing	51,640	2,223	2,223
1	2	Savings and temporary cash investments	1,179,221	1,354,005	
	3	Accounts receivable ▶		1 - 1	
		Less allowance for doubtful accounts ▶	Ī		
	4	Pledges receivable ▶			
	-	Less: allowance for doubtful accounts	†	-	
	5	Grants receivable		·	
	6	Receivables due from officers, directors, trustees, and other			
	•	disqualified persons (attach schedule) (see instructions).			
	7	Other and a read to the control of the child of the child.			-
	'	Land allowance for deviated accounts		-	J
တ	8	Inventories for sale or use			+
Assets	_			·	
SS	9	Prepaid expenses and deferred charges			
٩	10a	Investments—U S and state government obligations (attach schedule)	4 000 470	4 204 00	7 4 400 700
	b	Investments—corporate stock (attach schedule)	1,330,476	1,361,967	1,489,702
	C	Investments—corporate bonds (attach schedule)			
	11	Investments—land, buildings, and equipment. basis			!
		Less accumulated depreciation (attach schedule)			
	12	Investments—mortgage loans			<u> </u>
	13	Investments—other (attach schedule)			
	14	Land, buildings, and equipment. basis			
		Less accumulated depreciation (attach schedule)			
	15	Other assets (describe)			
	16	Total assets (to be completed by all filers—see the			
		ınstructions Also, see page 1, item l)	2,561,337	2,718,19	2,845,930
	17	Accounts payable and accrued expenses .			
w	18	Grants payable			
Ë	19	Deferred revenue			
Liabilities	20	Loans from officers, directors, trustees, and other disqualified persons			7
iab	21	Mortgages and other notes payable (attach schedule) .			1
	22	Other liabilities (describe)			1
	23	Total liabilities (add lines 17 through 22)	0	(วี
		Foundations that follow SFAS 117, check here			7
alances		and complete lines 24 through 26 and lines 30 and 31.			!
2	24	Unrestricted			
ᇛ	25	Temporarily restricted			1
m	26	Permanently restricted			†
or Fund B		Foundations that do not follow SFAS 117, check here ▶ 🂢			†
교		and complete lines 27 through 31.			
5	27	Capital stock, trust principal, or current funds	2,546,533	2,561,33	7
	28	Paid-in or capital surplus, or land, bldg, and equipment fund	2,040,000	2,301,33	4
Net Assets	1		14 904	156,858	ត់ ់
Ą	29	Retained earnings, accumulated income, endowment, or other funds	14,804		_
ĭ	30	Total net assets or fund balances (see instructions)	2,561,337	2,718,19	긕
ž	31	Total liabilities and net assets/fund balances (see	0.504.005	0.740.40	_
		instructions)	2,561,337	2,718,19)
	art III				
1		net assets or fund balances at beginning of year—Part II, column (a), line 30 (must agre		
		of-year figure reported on prior year's return)		<u> 1</u>	2,561,337
		r amount from Part I, line 27a		. 2	156,858
		r increases not included in line 2 (itemize)		3	
		lines 1, 2, and 3		. 4	2,718,195
		eases not included in line 2 (itemize)		5	
6	Total	I net assets or fund balances at end of year (line 4 minus line 5)—P	art II, column (b), line	30 6	2,718,195

Form 99	90-PF (2015) Pappas Fo	undation, Inc.				38-3	3386198	Page 3
Part	V Capital Gains and I	Losses for Tax on Investment	Income					
	(a) List and describe the	kind(s) of property sold (e.g., real estate, e, or common stock, 200 shs MLC Co.)		(b) How acquired P—Purchase D—Donation		ate acquired , day, yr)	(d) Date (mo , da	
1a				D Donation				
b								
C	•							
d								
е								
	(e) Gross sales pnce	(f) Depreciation allowed (or allowable)		other basis			or (loss)) minus (g)	
a								
b								
<u> </u>								
<u>d</u>	-							
е	<u> </u>							
	Complete only for assets show	wing gain in column (h) and owned by th	ne foundation	n on 12/31/69		(I) Gains (Col	· · -	
	(i) F M V as of 12/31/69	(j) Adjusted basis as of 12/31/69		s of col (i) (j), if any		col (k), but not Losses (fr	less than -0-) om col (h))	or
a								
<u>b</u>								
<u> </u>								
<u>d</u>								
е		f If goin also	antas in Da					
2	Capital gain net income or (net capital loss) { If gain, also If (loss), ent		,	2			0
3	Net short-term capital dain	or (loss) as defined in sections 122						
•		ine 8, column (c) (see instructions)						
	Part I, line 8		11 (1000), 0	}	3			0
Part		r Section 4940(e) for Reduced	Tax on N	et Investment		ne		
Was t	s," the foundation does not q	ection 4942 tax on the distributable ualify under section 4940(e) Do no	t complete	this part			☐ Yes	X No
1		nt in each column for each year, se	e the instru	ictions before ma	akıng aı	ny entries		
	(a) Base period years	(b)	1	(c)		Dist	(d) ribution ratio	
Cale	endar year (or tax year beginning in)	Adjusted qualifying distributions		of noncharitable-use a	ssets		livided by col	
	2014	209,538			8,818			080011
	2013	136,907			5,776			062635
	2012	106,81			5,443			056650
	2011	95,429			2,574			0.050691
	2010	94,256	<u> </u>	1,70	3,152	1		0.055342
2	Total of line 1, column (d)				.	2		.305329
3	=	r the 5-year base period—divide the					_	00455
	number of years the founda	tion has been in existence if less th	ian 5 years	• •	٠ -	3		061066
4	Enter the net value of nonch	naritable-use assets for 2015 from	Part X, line	5 .		4	2	,833,862
5	Multiply line 4 by line 3					5		173,053
6	Enter 1% of net investment	ıncome (1% of Part I, line 27b)			. [6		351
7	Add lines 5 and 6					7		173,404
8	Enter qualifying distributions	s from Part XII, line 4	_			8		198,524
		er than line 7, check the box in Part	VI, line 1b,	and complete th	at part			

Part	Excise Tax Based on Investment Income (Section 4940(a), 4940(b), 4940(e), or 4948—see instruction	ns)		
1a	Exempt operating foundations described in section 4940(d)(2), check here and enter "N/A" on line 1.			
	Date of ruling or determination letter (attach copy of letter if necessary—see instructions)	-		
b	Domestic foundations that meet the section 4940(e) requirements in Part V, check		351	
_	here \blacktriangleright X and enter 1% of Part I, line 27b			
С	All other domestic foundations enter 2% of line 27b. Exempt foreign organizations enter 4% of Part I, line 12, col. (b)	-	-	
2	Tax under section 511 (domestic section 4947(a)(1) trusts and taxable foundations only Others enter -0-)		ol	
3	Add lines 1 and 2		351	
4	Subtitle A (income) tax (domestic section 4947(a)(1) trusts and taxable foundations only Others enter -0-)			
5	Tax based on investment income. Subtract line 4 from line 3. If zero or less, enter -0-		351	
6	Credits/Payments Credits/Payments			
а	2015 estimated tax payments and 2014 overpayment credited to 2015 6a 6a			
b	Exempt foreign organizations—tax withheld at source 6b			
C	Tax paid with application for extension of time to file (Form 8868) 6c			
_d	Backup withholding erroneously withheld			
7	Total credits and payments Add lines 6a through 6d		0	
8 9	Enter any penalty for underpayment of estimated tax. Check here if Form 2220 is attached 8		254	
9 10	Tax due. If the total of lines 5 and 8 is more than line 7, enter amount owed Overpayment. If line 7 is more than the total of lines 5 and 8, enter the amount overpaid 10		351	
11	Enter the amount of line 10 to be: Credited to 2016 estimated tax		0	
	VII-A Statements Regarding Activities		U _I	
1a	During the tax year, did the foundation attempt to influence any national, state, or local legislation or did it	T	Yes	No
	participate or intervene in any political campaign?	1a		
b	Did it spend more than \$100 during the year (either directly or indirectly) for political purposes (see	`		
	Instructions for the definition)?	1b		
	If the answer is "Yes" to 1a or 1b, attach a detailed description of the activities and copies of any materials			
	published or distributed by the foundation in connection with the activities		_	
C	Did the foundation file Form 1120-POL for this year?	1c		
d	Enter the amount (if any) of tax on political expenditures (section 4955) imposed during the year			
	(1) On the foundation ▶\$ (2) On foundation managers ▶\$			
е	Enter the reimbursement (if any) paid by the foundation during the year for political expenditure tax imposed			
2	on foundation managers \$\bigs\\$ Has the foundation engaged in any activities that have not previously been reported to the IRS?	2		
_	If "Yes," attach a detailed description of the activities	-		
3	Has the foundation made any changes, not previously reported to the iRS, in its governing instrument, articles			
	of incorporation, or bylaws, or other similar instruments? If "Yes," attach a conformed copy of the changes	3		X
4a	Did the foundation have unrelated business gross income of \$1,000 or more during the year?	4a		Х
b	If "Yes," has it filed a tax return on Form 990-T for this year?	4b	N/A	
5	Was there a liquidation, termination, dissolution, or substantial contraction during the year?	5		
	If "Yes," attach the statement required by General Instruction T.			
6	Are the requirements of section 508(e) (relating to sections 4941 through 4945) satisfied either			
	By language in the governing instrument, or			
	By state legislation that effectively amends the governing instrument so that no mandatory directions that conflict with the state law remaining the government and the government of t			
7	conflict with the state law remain in the governing instrument?	6	V	Х
7 8a	Did the foundation have at least \$5,000 in assets at any time during the year? If "Yes," complete Part II, col. (c), and Part XV Enter the states to which the foundation reports or with which it is registered (see instructions)	7	Х	
oa	MI		1	
b	If the answer is "Yes" to line 7, has the foundation furnished a copy of Form 990-PF to the Attorney General		1	
U	(or designate) of each state as required by General Instruction G? If "No," attach explanation	8b		
9	Is the foundation claiming status as a private operating foundation within the meaning of section 4942(j)(3)	100	\dashv	
-	or 4942(j)(5) for calendar year 2015 or the taxable year beginning in 2015 (see instructions for Part XIV)? If	1		
	"Yes," complete Part XIV	9	ĺ	Х
10	Did any persons become substantial contributors during the tax year? If "Yes," attach a schedule listing their			
	names and addresses	. 10		Х

Part	VII-A . Statements Regarding Activities (continued)			
11	At any time during the year, did the foundation, directly or indirectly, own a controlled entity within the		ł	.
	meaning of section 512(b)(13)? If "Yes," attach schedule (see instructions)	11		<u> </u>
12	Did the foundation make a distribution to a donor advised fund over which the foundation or a disqualified	4.		v
42	person had advisory privileges? If "Yes," attach statement (see instructions)	12 13		<u> </u>
13	Did the foundation comply with the public inspection requirements for its annual returns and exemption application? Website address N/A	13		
14	The books are in care of ► Norman A Pappas Telephone no ► (248) 53	9-829	2	
• •	Located at ► 30301 Northwestern Hwy., Suite 200 Farmingtom Hills MI ZIP+4 ► 48334		-	
15	Section 4947(a)(1) nonexempt charitable trusts filing Form 990-PF in lieu of Form 1041—Check here			▶ □
	and enter the amount of tax-exempt interest received or accrued during the year			
16	At any time during calendar year 2015, did the foundation have an interest in or a signature or other authority		Yes	No
	over a bank, securities, or other financial account in a foreign country?	16		X
	See the instructions for exceptions and filing requirements for FinCEN Form 114 If			!
	"Yes," enter the name of the foreign country			
Pan	VII-B Statements Regarding Activities for Which Form 4720 May Be Required		V I	
	File Form 4720 if any item is checked in the "Yes" column, unless an exception applies.		Yes	No
1a	During the year did the foundation (either directly or indirectly)			
	(1) Engage in the sale or exchange, or leasing of property with a disqualified person? Yes X No			
	(2) Borrow money from, lend money to, or otherwise extend credit to (or accept it from) a disqualified person?			
	(3) Furnish goods, services, or facilities to (or accept them from) a disqualified person?			
	(4) Pay compensation to, or pay or reimburse the expenses of, a disqualified person?			
	(5) Transfer any income or assets to a disqualified person (or make any of either available for			
	the benefit or use of a disqualified person)? Yes X No	'		
	(6) Agree to pay money or property to a government official? (Exception. Check "No" if the			
	foundation agreed to make a grant to or to employ the official for a period after			
	termination of government service, if terminating within 90 days)			
b	If any answer is "Yes" to 1a(1)-(6), did any of the acts fail to qualify under the exceptions described in		_	-
	Regulations section 53.4941(d)-3 or in a current notice regarding disaster assistance (see instructions)?	1b	N/A	
	Organizations relying on a current notice regarding disaster assistance check here			
С	Did the foundation engage in a prior year in any of the acts described in 1a, other than excepted acts, that			
	were not corrected before the first day of the tax year beginning in 2015?	1c		Х
2	Taxes on failure to distribute income (section 4942) (does not apply for years the foundation was a private			
а	operating foundation defined in section 4942(j)(3) or 4942(j)(5)) At the end of tax year 2015, did the foundation have any undistributed income (lines 6d and			
а	6e, Part XIII) for tax year(s) beginning before 2015?			
	If "Yes," list the years ▶ 20 , 20 , 20 , 20			i
b	Are there any years listed in 2a for which the foundation is not applying the provisions of section 4942(a)(2)			
	(relating to incorrect valuation of assets) to the year's undistributed income? (If applying section 4942(a)(2) to			
	all years listed, answer "No" and attach statement—see instructions)	2b	N/A	
c	If the provisions of section 4942(a)(2) are being applied to any of the years listed in 2a, list the years here			
	► 20 , 20 , 20			
3a	Did the foundation hold more than a 2% direct or indirect interest in any business enterprise			
_	at any time during the year?			
b	If "Yes," did it have excess business holdings in 2015 as a result of (1) any purchase by the foundation or			
	disqualified persons after May 26, 1969, (2) the lapse of the 5-year period (or longer period approved by the			
	Commissioner under section 4943(c)(7)) to dispose of holdings acquired by gift or bequest, or (3) the lapse of the 10 - 15 or 20 year first phase holding period? (Lee Schodule C. Form 4720 to determine if the			
	of the 10-, 15-, or 20-year first phase holding period? (Use Schedule C, Form 4720, to determine if the foundation had excess business holdings in 2015)	3b	N/A	
4a	Did the foundation invest during the year any amount in a manner that would jeopardize its charitable purposes?	4a	11/7	Х
b	Did the foundation make any investment in a prior year (but after December 31, 1969) that could jeopardize its			
	charitable purpose that had not been removed from jeopardy before the first day of the tax year beginning in 2015?	4b		Х

	38-338	6198	F	age 6					
tinue	d)								
Yes	X No								
	X No								
Yes	⊠ No								
Yes	X No								
descri ?	bed in	5b	N/A						
•	▶ □								
Yes	⊠ No								
Yes	⊠ No	6b							
Yes	. □ No								
	ction? 7b 7b ly Paid Employees,								

Pappas Foundation, Inc Form 990-PF (2015) Part VII-B , Statements Regarding Activities for Which Form 4720 May Be Required (con

Total number of other employees paid over \$50,000

5a	During the year did the foundation pay or incur any amount to (1) Carry on propaganda, or otherwise attempt to influence legislation (section 4945(e))?							X No				
	(2) Influence the outcome of any specific public e directly or indirectly, any voter registration driv	lection		•	, .,		☐ Yes	—				
	(3) Provide a grant to an individual for travel, stud		her sımılar p	urposes	s? .		Yes	X No	- 1			
	(4) Provide a grant to an organization other than a section 4945(d)(4)(A)? (see instructions)	-	-	-		ed in	Yes	—				
	(5) Provide for any purpose other than religious, of purposes, or for the prevention of cruelty to ch			literary	, or educat	ional	☐ Yes	X No				
b	If any answer is "Yes" to 5a(1)–(5), did any of the Regulations section 53 4945 or in a current notice							ibed ın	5b	N/A		
	Organizations relying on a current notice regarding disaster assistance check here ▶ □											
С	If the answer is "Yes" to question 5a(4), does the because it maintained expenditure responsibility	founda	ition claim ex			tax	☐ Yes	X No				
•	If "Yes," attach the statement required by Regulations section 53 4945–5(d)											
6a	Did the foundation, during the year, receive any fron a personal benefit contract?	unas, a	irectly or indi	rectiy, t	o pay prem	niums	Yes	X No	.			
b	Did the foundation, during the year, pay premiums, directly or indirectly, on a personal benefit c								6b			
_	If "Yes" to 6b, file Form 8870											
7a	At any time during the tax year, was the foundation a party to a prohibited tax shelter transaction?											
Part	Part VIII Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees,											
1	and Contractors List all officers, directors, trustees, foundation	mana	gers and th	oir com	noneation		netructio	nel				
<u>'</u>		(b) Titl	e, and average	(c) Co	mpensation	(d)	Contribution	is to	(e) Expe	ense ac	count	
	(a) Name and address		rs per week ed to position		not paid, nter -0-)		oyee benefit erred compe			allowar		
Norma	an A Pappas	Directo	or		-							
	N Hwy., Ste 200 Farmington Hills, MI 48334				0							
	L Pappas	Directo	Director									
	N Hwy., Ste 200 Farmington Hills, MI 48334	Directo			0							
	Pappas N Hwy , Ste 200 Farmington Hills, MI 48334	Directi	וכ		0							
	TV TWO I DOO T ATTIMISED THING, IN 1000 T											
2	Compensation of five highest-paid employees "NONE."	(other	than those	include	ed on line	1—see	instruct	ions). I	f none,	ente	r	
	(a) Name and address of each employee paid more than \$50,000	0	(b) Title, and a hours per v devoted to p	veek	(c) Comper	nsation	(d) Contrib employee plans and compen	benefit deferred	(e) Expe	ense ac allowar		
NONE												
								,				

Total. Add lines 1 through 3

Pappas Foundation, Inc. 38-3386198 Form 990-PF (2015) Part VIII Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors (continued) Five highest-paid independent contractors for professional services (see instructions). If none, enter "NONE." (a) Name and address of each person paid more than \$50,000 (b) Type of service (c) Compensation NONE Total number of others receiving over \$50,000 for professional services Part IX-A **Summary of Direct Charitable Activities** List the foundation's four largest direct chantable activities during the tax year. Include relevant statistical information such as the number of Expenses organizations and other beneficiaries served, conferences convened, research papers produced, etc. Part IX-B Summary of Program-Related Investments (see instructions) Describe the two largest program-related investments made by the foundation during the tax year on lines 1 and 2 Amount All other program-related investments. See instructions

Part	X Minimum Investment Return (All domestic foundations must complete this part. Foreign	foundation	ons,
	see instructions)	,, -	
1	Fair market value of assets not used (or held for use) directly in carrying out charitable, etc.,		
	purposes	_	
а	Average monthly fair market value of securities	1a	1,365, <u>676</u>
b	Average of monthly cash balances	1b	1,511,3 <u>41</u>
С	Fair market value of all other assets (see instructions)	1c	
d	Total (add lines 1a, b, and c)	1d	2,877,017
е	Reduction claimed for blockage or other factors reported on lines 1a and		
	1c (attach detailed explanation)		
2	Acquisition indebtedness applicable to line 1 assets	2	
3	Subtract line 2 from line 1d	3	2,877,017
4	Cash deemed held for charitable activities Enter 1 ½ % of line 3 (for greater amount, see		
	ınstructions)	4	43,155
5	Net value of noncharitable-use assets. Subtract line 4 from line 3 Enter here and on Part V, line 4	5	2,833,862
6	Minimum investment return. Enter 5% of line 5	6	141,693
Part			
	foundations and certain foreign organizations check here and do not complete this part)		
1	Minimum investment return from Part X, line 6	1	141,693
2a	Tax on investment income for 2015 from Part VI, line 5		
b	Income tax for 2015 (This does not include the tax from Part VI.)	-	
С	Add lines 2a and 2b	2c	351
3	Distributable amount before adjustments Subtract line 2c from line 1	3	141,342
4	Recoveries of amounts treated as qualifying distributions	4	
5	Add lines 3 and 4	5	141,342
6	Deduction from distributable amount (see instructions)	6	
7	Distributable amount as adjusted Subtract line 6 from line 5 Enter here and on Part XIII,	_	
	line 1	7	141,342
Part	XII Qualifying Distributions (see instructions)		
1	Amounts paid (including administrative expenses) to accomplish charitable, etc., purposes.	1a	198,524
a	Expenses, contributions, gifts, etc —total from Part I, column (d), line 26	1b	190,524
b	Program-related investments—total from Part IX-B Amounts paid to acquire assets used (or held for use) directly in carrying out charitable, etc.	10	
2	purposes	2	
3	Amounts set aside for specific charitable projects that satisfy the	-	
-	Suitability test (prior IRS approval required)	3a	
a	Cash distribution test (attach the required schedule)	3b	
D 4		4	198,524
4 5	Qualifying distributions. Add lines 1a through 3b. Enter here and on Part V, line 8, and Part XIII, line 4. Foundations that qualify under section 4940(e) for the reduced rate of tax on net investment income.	-	190,524
3	Enter 1% of Part I, line 27b (see instructions)	5	351
6	Additional and the Programme of the Administration of the Administ	6	198,173
•	Note. The amount on line 6 will be used in Part V, column (b), in subsequent years when calculating w		
	qualifies for the section 4940(e) reduction of tax in those years		

Part	Line Undistributed Income (S	ee instructions)			·- ·- ·	
1	. Distributable amount for 2015 from	Part XI	(a) Corpus	(b) Years prior to 2014	(c) 2014	(d) 2015
•	line 7	וי מונ או,			··	141,342
2	Undistributed income, if any, as of the					141,042
a	Enter amount for 2014 only	and 01 20 15.			- 0	
-	•	.0 , 20				
þ						
3	Excess distributions carryover, if an From 2010	-				
a	Per	9,676				
b	From 2011	1,814			ļ	
C	From 2012					
d	From 2013					
-	From 2014	79,228	404.000			
f	Total of lines 3a through e	_ :	131,993			
4	Qualifying distributions for 2015 fro	om Part XII,		i		
	line 4: ▶ \$ 198,524					
	Applied to 2014, but not more than	,				·
b	Applied to undistributed income of	•				
	(Election required—see instruction	· .				
С	Treated as distributions out of corp	ous (Election				
	required—see instructions)					
	Applied to 2015 distributable amou	•	57.400			141,342
	Remaining amount distributed out	•	57,182			····
5	Excess distributions carryover app					
	(If an amount appears in column (c	•				
_	amount must be shown in column					
6	Enter the net total of each column	nn as				
_	indicated below:	\b.4 4 l 5	400 475			
	Corpus Add lines 3f, 4c, and 4e S		189,175		••	
D	Prior years' undistributed income	Subtract				
_	line 4b from line 2b	السماد واسام والسا		0		
С	Enter the amount of prior years' un					
	income for which a notice of deficie been issued, or on which the section	•				
	·	011 494 2(a)				
	tax has been previously assessed	hia				
d	Subtract line 6c from line 6b Taxal	bie		;		
_	amount—see instructions .	h 4 4				
е	Undistributed income for 2014 Sul 4a from line 2a Taxable amount—					
		see				
f	Instructions	hanna liman			0	
ī	4d and 5 from line 1. This amount					
	distributed in 2016	must be				0
7	Amounts treated as distributions of	ut of corpus	***			
•	to satisfy requirements imposed by	,				
	170(b)(1)(F) or 4942(g)(3) (Election					
		ii iiiay be				
	required—see instructions)					
8	Excess distributions carryover from applied on line 5 or line 7 (see inst		0.676			
Δ.	Excess distributions carryover to	•	9,676	<u></u>		
9	Subtract lines 7 and 8 from line 6a		470.400			
40		• •	179,499			
10	Analysis of line 9.	4 04 4				
a	Excess from 2011	1,814				
b	Excess from 2012	13,129				
C	Excess from 2013	28,146				
d	Excess from 2014	79,228				
е	Excess from 2015	57,182				

	30-PF (2015) Pappas Foundation, II	IC.			30-3300	
Part						N/A
1a	If the foundation has received a ruling	or determination le	etter that it is a pro	vate operating	•	
	foundation, and the ruling is effective for					
b	Check box to indicate whether the foundation	n is a private operat	ing foundation desc	ribed in section	4942(j)(3)	or 4942(J)(5)
2a	Enter the lesser of the adjusted net	Tax year		Prior 3 years		(e) Total
	income from Part I or the minimum investment return from Part X for	(a) 2015	(b) 2014	(c) 2013	(d) 2012	(e) 10tai
	each year listed					0
b	85% of line 2a					0
С	Qualifying distributions from Part XII,					
	line 4 for each year listed .					0
d	Amounts included in line 2c not used directly			,		
	for active conduct of exempt activities .					0
е	Qualifying distributions made directly	•			-	
	for active conduct of exempt activities		ļ			
	Subtract line 2d from line 2c					0
3	Complete 3a, b, or c for the					
-	alternative test relied upon					
а	"Assets" alternative test—enter					
	(1) Value of all assets					0
	(2) Value of assets qualifying under					
b	section 4942(j)(3)(B)(i) . "Endowment" alternative test—enter 2/3	}		+		0
	of minimum investment return shown in Part X, line 6 for each year listed					0
С	"Support" alternative test—enter:					
	(1) Total support other than gross					
	investment income (interest, dividends, rents, payments on					
	securities loans (section					
	512(a)(5)), or royalties)					0
	(2) Support from general public and 5 or more exempt					
	organizations as provided in					
	section 4942(j)(3)(B)(iii) .					0
	(3) Largest amount of support from		İ			
	an exempt organization .					0
_	(4) Gross investment income					0
Part	XV Supplementary Information	າ (Complete this	s part only if th	e foundation ha	d \$5,000 or more	e in assets at
	any time during the year—	see instructions	s.)			
1	Information Regarding Foundation I					
а	List any managers of the foundation w					ne foundation
	before the close of any tax year (but or	nly if they have co	ntributed more tha	an \$5,000) (See se	ection 507(d)(2))	
Norm	an A. Pappas		_·			
b	List any managers of the foundation w					tion of the
	ownership of a partnership or other en	tity) of which the fo	oundation has a 1	0% or greater inter	est.	
2	Information Regarding Contribution					
	Check here ▶ 🛛 If the foundation of	nly makes contribu	utions to preselect	ted charitable orga	nizations and does	not accept
	unsolicited requests for funds If the fo	•	ıfts, grants, etc. (s	see instructions) to	ındıviduals or orgai	nizations
	under other conditions, complete items	s 2a, b, c, and d		<u> </u>		
а	The name, address, and telephone nu	mber or e-mail ad	dress of the perso	on to whom applica	tions should be add	dressed
b	The form in which applications should	be submitted and	information and n	naterials they shou	ld include.	
				-		
С	Any submission deadlines					
d	Any restrictions or limitations on award	is, such as by geo	graphical areas, o	charitable fields, kii	nds of institutions, o	or other
	factors		•			

Part XV Supplementary Information (continued) Grants and Contributions Paid During the Year or Approved for Future Payment If recipient is an individual, Recipient Foundation show any relationship to Purpose of grant or status of Amount any foundation manager contribution recipient Name and address (home or business) or substantial contributor Paid dunng the year Ahavas Olam Torah Center None Charitable 10,750 25140 Praire Southfield, MI 48075 Southfield, MI 48075 Charitable Aisha Torah None 5.000 555 South Old Woodward Ste 23L Birmingham,, MI 48009 Charitable American Jewish Committee None 500 6735 Telegraph Rd Bloomfield Hills, MI 48301 American Friends of KIEDF None Charitable 4,000 611 Front Street San Francisco, CA 94111 Charitable Chai Lifeline None 50 25236 Prairie Dr Southfield, MI 48075 Charitable Darchei Noam None 1,000 226 Smith St. Woodmere, NY 11598 Darchei Torah None Charitable 500 21550 West Twelve Mile Rd Southfield, MI 48076 Charitable The Fistula Foundation None 500 1922 The Alameda Suite 302 San Jose, CA 95126 Friendship Circle None Charitable 5,000 6892 W Maple Rd West Bloomfield, MI 48322 Heritage Retreats None Charitable 1,980 557 Fenlon Blvd Clifton, NJ 07014 Holocaust Memorial Center None Charitable 250 28123 Orchard Lake Rd Farmington Hills, MI 48334 Total . . . See Attached Statement ightharpoons198,524 3a **b** Approved for future payment

0

Рa	rt XVI	-A Analysis of Income-Producing Ac	tivities				-
_		s amounts unless otherwise indicated	1	isiness income	Excluded by secti	on 512, 513, or 514	(6)
1			(a) Business code	(b) Amount	(c) Exclusion code	(d) Amount	(e) Related or exempt function income (See instructions)
'	-	ram service revenue: contribution				327,812	
						327,012	
			-				
	~ —						
	f						
	g F	ees and contracts from government agencies				_	
2	_	bership dues and assessments					
3		est on savings and temporary cash investments		22,648			
4		ends and interest from securities		12,439			
5	Net r	ental income or (loss) from real estate.					
		Pebt-financed property					
	b N	lot debt-financed property					
6	Net r	ental income or (loss) from personal property					
7	Othe	r investment income					
8	Gain	or (loss) from sales of assets other than inventory		-6,568		***	
9		ncome or (loss) from special events					
10		s profit or (loss) from sales of inventory					
11	Othe	r revenue: a			i i		
	Ь_						
	d _						
40	e	-A-I A-I I (I-) (-I) I (-)		00.540		007.040	
						327,812 13	
		sheet in line 13 instructions to verify calculation	 ne \	•		13	300,331
	rt XV			ent of Exempt	Purnoses		
	e No. ▼	Explain below how each activity for which incom accomplishment of the foundation's exempt pur	ne is reported in o	column (e) of Part	XVI-A contributed	d importantly to the ses) (See instruct	e ions)
							
						-	
							
			<u>. </u>				
	··						

Part	XVII	Information Exempt Org	Regarding Trans	sfers To and 1	Fransaction	s and R	elationship	s With N	oncharitab	le	
1	ın se	he organization d	directly or indirectly ended to the code (other than a						scribed	Ye	s No
	•	cal organizations					_				
а			porting foundation to		e exempt orga	anization	of.		.		-,-
								•	_	(1)	X
		other assets .		•				•	<u>1a</u>	(2)	X
р		r transactions							-	<u>,,</u>	-
			a noncharitable exe							(1)	 ×
			ets from a noncharita		anization .			•		(2)	X
			, equipment, or othe				•	•		(3)	 ^
		oans or loan gua	rrangements			•	•			(4) (5)	 ↑
		•	irantees ervices or membersh		a policitotions					(6)	 ↑
С			equipment, mailing li	•	_					C	 ↑
d			he above is "Yes," cor							<u> </u>	^
u	value	of the goods, othe	er assets, or services of or sharing arrangement	iven by the repor	ting foundation	n. If the fou	indation receiv	ed less tha	n fair market		
(a) Lin	e no	(b) Amount involved	(c) Name of nonc	hantable exempt org	ganization	(d) Des	cription of transf	ers, transaction	ons, and sharing	arrangei	nents
											
						ļ					
2a b	desc	cribed in section 5	ctly or indirectly affil 501(c) of the Code (c following schedule					ganızatıon 	s . □ Y€	es 🗌	No
		(a) Name of organ		(b) Typ	e of organization			(c) Descript	ion of relationshi	p	
					_						
							-				
							İ				
					-						
			•				ĺ				
			are that I have examined this re					nowledge and be	elief, it is true,		
Sign	corre	correct, and complete Declaration of preparer (other than taxpayer) is based on all information of which preparer has any knowledge May the IRS dis							cuss this i	etum	
Here		with the preparation with the						with the prepare	_		
	Sig	nature of officer of tru	flee	Date	Title	<u></u>			(see instructions	,,,	esNc
Paid		Print/Type preparer	's name	Preparer's signa		RETUF	Date	Che self-	ck I if PTIN	ł	
Prepa		Firm's name	 -					Firm's EIN			
Use (Only	Firm's address						Phone no			

Charitable

Amount

1,000

Purpose of grant/contribution

Charitable

Schedule B

(Form 990, 990-EZ, or 990-PF)

Department of the Treasury Internal Revenue Service

Name of the organization

Schedule of Contributors

▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.

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

OMB No 1545-0047

2015

Employer identification number

Pappas Foundation, Inc		38-3386198
Organization type (check	cone)	
Filers of:	Section:	
Form 990 or 990-EZ	501(c)() (enter number) organization	
	4947(a)(1) nonexempt charitable trust not treated as a private	foundation
	527 political organization	
Form 990-PF	X 501(c)(3) exempt private foundation	
	4947(a)(1) nonexempt charitable trust treated as a private fou	ndation
	501(c)(3) taxable private foundation	
	n is covered by the General Rule or a Special Rule . (c)(7), (8), or (10) organization can check boxes for both the General Rule	and a Special Rule See
General Rule		
	on filing Form 990, 990-EZ, or 990-PF that received, during the year, contributor. Complete Parts I and II See instr contributions	
Special Rules		
regulations under 13, 16a, or 16b, a	on described in section 501(c)(3) filing Form 990 or 990-EZ that met the 3 sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form and that received from any one contributor, during the year, total contribut of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line	990 or 990-EZ), Part II, line ions of the greater of (1)
contributor, during	on described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ thing the year, total contributions of more than \$1,000 exclusively for religious ional purposes, or for the prevention of cruelty to children or animals.	s, charitable, scientific,
contributor, during contributions total during the year for General Rule ap	on described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ the grant contributions exclusively for religious, charitable, etc., purpose led more than \$1,000. If this box is checked, enter here the total contributor an exclusively religious, charitable, etc., purpose. Do not complete any plies to this organization because it received nonexclusively religious, charitable, etc., purpose.	es, but no such tions that were received of the parts unless the
Caution. An organization	that is not covered by the General Rule and/or the Special Rules does no	

990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it does not meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF)

Name of organization	Employer identification number
Pappas Foundation, Inc	38-3386198

Part I	Contributors (see instructions) Use duplicate copie	s of Part I if additional space is n	eeded
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	Norman A Pappas 30301 Northwestern Hwy., Ste. 200 Farmington Hills Mi 48334 Foreign State or Province Foreign Country	\$ 327,812	Person Payroll Noncash (Complete Part II for noncash contributions)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
	Foreign State or Province Foreign Country	\$	Person Payroll Oncash (Complete Part II for noncash contributions)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
	Foreign State or Province Foreign Country	\$	Person Payroll Noncash (Complete Part II for noncash contributions)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
	Foreign State or Province Foreign Country	\$	Person Payroll Noncash (Complete Part II for noncash contributions)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
	Foreign State or Province Foreign Country	\$	Person Payroll Noncash (Complete Part II for noncash contributions)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
	Foreign State or Province Foreign Country	\$	Person Payroll Noncash (Complete Part II for noncash contributions)

Name of organization Employer identification number
Pappas Foundation, Inc. 38-3386198

Part II Noncash Property (see instructions) Use duplicate copies of Part II if additional space is needed. (a) No. (c) (d) (b) FMV (or estimate) from Description of noncash property given Date received Part I (see instructions) Aircastle / AYR ___1__ \$ 32,415 1/2/2015 (a) No. (c) (b) (d) from FMV (or estimate) Description of noncash property given Date received Part I (see instructions) Altria / MO ...1... \$ 24,820 1/2/2015 (a) No. (c) (b) (d) from FMV (or estimate) Description of noncash property given Date received Part I (see instructions) Charles Schwab / SCHW __1__ Stock \$ 15,591 1/2/2015 (a) No. (d) from FMV (or estimate) Description of noncash property given Date received (see instructions) Part I Duke Energy / DUK ___1__ \$ 13,982 1/2/2015 (a) No. (b) (d) from FMV (or estimate) Description of noncash property given Date received Part I (see instructions) E*Trade Financial / ETFC __1__ 1/2/2015 (a) No. (c) (d) (b) FMV (or estimate) from Description of noncash property given Date received (see instructions) Part I Hunting Ingalls / HII Stock __1__ \$ 9,411 1/2/2015

Name of organization

...1...

Stock

Employer identification number 38-3386198

Pappas Foundation, Inc. Noncash Property (see instructions) Use duplicate copies of Part II if additional space is needed Part II (a) No. (c) (b) (d) from FMV (or estimate) Description of noncash property given Date received (see instructions) Part I Lam Research / LRCX __1__ 1/2/2015 \$ 45,067 (a) No. (c) (d) (b) FMV (or estimate) from Description of noncash property given Date received (see instructions) Part I Nektar Therapeutics / NKTR __1__ Stock \$ 15,730 1/2/2015 (a) No. (c) (b) (d) FMV (or estimate) from **Date received** Description of noncash property given (see instructions) Part I Sanmina / SANM Stock ___1__ \$ 10,858 1/2/2015 (a) No. (c) (d) (b) from FMV (or estimate) **Date received** Description of noncash property given (see instructions) Part I TD Ameritrade / AMTD . . . 1 . . . 1/2/2015 \$ 18,095 (a) No. (c) (d) (b) from FMV (or estimate) Description of noncash property given Date received Part I (see instructions) Thoratech / THOR ...1... 1/2/2015 (a) No. (c) (d) (b) from FMV (or estimate) Description of noncash property given Date received Part I (see instructions) Time Warner Cable / TWC

1/2/2015

\$ 23,031

Name of organization Employer identification number Pappas Foundation, Inc 38-3386198

Part II	Noncash Property (see instructions) Use duplicate co	pies of Part II if additional spa	ce is needed.
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
1	Vertex Pharmaceuticals / VRTX Stock	\$ 24,736	1/2/2015
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
1	Yahoo / YHOO Stock	\$ 25,390	1/2/2015
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
1	Zımmer Holdings / ZMH Stock	\$ 34,383	1/2/2015
(a) No. from Part l	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	

Name of org	· ·				Employer identification number
Pappas For Part III	undation, Inc. Exclusively religious, charitable, etc., (10) that total more than \$1,000 for the the following line entry. For organizations contributions of \$1,000 or less for the year	year from any completing Pa ar (Enter this i	one contributor. Comp art III, enter the total of ex information once. See ins	plete (x <i>clusi</i>	columns (a) through (e) and vely religious, charitable, etc,
	Use duplicate copies of Part III if addition	al space is nee	eded.		
(a) No. from Part I	(b) Purpose of gift	(c)	Use of gift	(d) Description of how gift is held
		(e) T	ransfer of gift		
	Transferee's name, address, and	ZIP + 4	Relationsh	ip of	transferor to transferee
(a) Na	For Prov Country	ĭ		ı	.
(a) No. from Part I	(b) Purpose of gift	(c)	Use of gift	(d) Description of how gift is held
				·	
		(e) T	ransfer of gift		
	Transferee's name, address, and	ZIP + 4	Relationsh	ip of	transferor to transferee
	For Prov Country				
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
		 (e) T	ransfer of gift		
	Transferee's name, address, and	ZIP + 4	Relationsh	ip of	transferor to transferee
	For Prov Country				
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d	l) Description of how gift is held
		(e) T	ransfer of gift		
	Transferee's name, address, and	ZIP + 4	Relationsh	ip of	transferor to transferee
	For Prov Country				

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Pappas Foundation Inc. Part I, Line 6 (990-PF) - Gain/Loss from Sale of Assets Other Than Inventory

									lotals	5 -	Gross	Cost or Other L	Cost or Other Basis, Expenses,	Ner	Net Gain
		Amount								Š	Sales	Depreciation 8	Depreciation and Adjustments	or Loss	055
	Long Term CG Distributions		6					Ű	Capital Gains/Losses		3		0		0
	Short Term CG Distributions		0		!				Other sales		391,312		397,880		-6,568
					Check "X" if										
	_		Check "X"	_	Purchaser							Expense of Sale		•	
			to include	_	IS 8	Acquisition	Date	Date	Gross Sates	Cost or	Vatuation	and Cost of			Net Gain
	Description	CUSIP #	in Part IV	Purchaser	Business	Method	Acquired	Sold	Price	Other Basis	Method	Improvements	Deprecation	Adjustments	or Loss
1 Ain	Aircastle Ltd (AYR)					٥	10/16/2008	1/5/2015	31,489						-928
2 Ap	une Ultra Short Municipal Inc.					۵	10/13/2009	9/30/2015	026'69	690'02					8
3 Alt	3 Altna Group Inc (MO)					۵	11/21/2008	1/5/2015	24,355				·		465
4	Charles Schwab Corp (SCHW)					٥	2/4/2011	1/5/2015	15,053						-538
5	ke Energy Corp (DUK)						11/18/2008	1/5/2015	13,812	13,982	!				.170
9	6 E*TRADE Financial Corp (ETFC					۵	1/10/2013	1/5/2015	11,738	12,305					695°
7 Hu	Huntington Ingalls Industries Ind					۵	3/21/2011	1/5/2015	9,172	9,411		, 			-239
8 Lan	Lam Research Corp (LRCX)					۵	11/30/2000	1/5/2015	44,344	45,087					-723
e 6	ktar Therapeutics Inc (NKTR)					۵	10/15/2008	1/5/2015	15,128	15,730					-802
10 Sa	10 Sanmina Corp (SANM)					۵	11/17/1989	1/5/2015	10,521	10,858					-337
11	11 TD Amentrade Holding Corp (A					٥	6/9/2008	1/5/2015	17,537	18,095				I	-558
12 Th	oratec Corp (THOR)					۵	11/4/1999	1/5/2015	22,494	21,997	i 				497
13 Tim	ne Warner Cable Inc (TWC)					٥	10/15/2008	1/5/2015	22,229						-802
14 Ve	rtex Pharmaceuticals Inc (VR					٥	10/20/2010	1/5/2015	23,954			!	1	1	-782
15 Ya	15 Yahoo! Inc (YHOO)					۵	10/15/2008	1/5/2015	24,742	25,390					948
16 7 m	nmer Blomet Holdings Inc (28					_	12/29/2008	1/5/2015	34.776	34,383					393

Part I, Line 18 (990-PF) - Taxes

		925	0) 0
	Description	Revenue and Expenses per Books	Net Investment Income	Adjusted Net Income	Disbursements for Charitable Purposes
1	Real estate tax not included in line 20	0			
2	Tax on investment income	608			
3	Income tax	317			

Part I, Line 23 (990-PF) - Other Expenses

41.	i, Line 20 (550-1 1) - Other Expenses				
		24	0	0	0
	•	Revenue and Expenses	Net Investment	Adjusted Net	Disbursements for Charitable
1	Description	per Books	Income	Income	Purposes
	1 Miscellaneous Fees	24	0		

Part II, Line 10b (990-PF) - Investments - Corporate Stock

Pappas Foundation, Inc

Pappas Foundation, Inc.

Part VIII, Line 1 (990-PF) - Compensation of Officers, Directors, Trustees and Foundation Managers

Name	Check "X"	Street	City	State	State Zip Code	Foreign Country	Title	Avg Hrs Per Week	Compensation	Benefits	Expense
Norman A Pappas		30301 N Hwy	Farmington Hills	≅	48334		Director		0	·	
Susan L Pappas		30301 N Hwy , Ste 200	Farmington Hills	Σ	48334		Director		0		•
Sydell Pappas		30301 N Hwy , Ste 200	Farmington Hills	×	48334		Director		i o		