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Form_**990-PF** Department of the Treasury Internal Revenue Service

Rec in Batching FFR 2 5 2016

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

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.lrs.gov/form990pf. OMB No 1545-0052

For	caler	idar year 2015 or tax year beginning		, and ending		
					A Employer identification	number
Т	ΉE	PROMISE OF LEARNING FO	74-2810000			
		and street (or PO box number if mail is not delivered to street	B Telephone number			
C	:/0	THOMAS BICKIMER 9312 P	INNACLE		913-780-27	79
Cit	y or t	own, state or province, country, and ZIP or foreign p	ostal code		C If exemption application is p	ending, check here
_ <u>I</u>	EN	EXA, KS 66220				\
G (Check	all that apply: Initial return	Initial return of a fo	rmer public charity	D 1. Foreign organizations	s, check here
		Final return	Amended return		2	
		Address change	Name change		Foreign organizations me check here and attach co	emputation
H (type of organization: X Section 501(c)(3) ex			E If private foundation sta	tus was terminated
\perp			Other taxable private founda		under section 507(b)(1)	(A), check here
		arket value of all assets at end of year J Accounti	-	Accrual	F If the foundation is in a	
•		Part II, col. (c), line 16)	ther (specify)	1	under section 507(b)(1)	(B), check here
	<u> </u>	872, 112. (Part I, colu				(d) =
	art I	Analysis of Revenue and Expenses (The total of amounts in columns (b), (c), and (d) may not necessarily equal the amounts in column (a))	(a) Revenue and expenses per books	(b) Net investment income	(c) Adjusted net income	(d) Disbursements for charitable purposes (cash basis only)
	1	Contributions, gifts, grants, etc., received	73,000.			
	2	Check If the foundation is not required to attach Sch B				
	3	Interest on savings and temporary cash investments	693.	693.		STATEMENT 1
	4	Dividends and interest from securities	28,771.	28,771.		STATEMENT 2
	1	Gross rents				
	b	Net rental income or (loss)	1 206			
Ë	ba	Net gain or (loss) from sale of assets not on line 10 Gross sales price for all	<1,286.	>		
Revenue	7	assets on line 6a Capital gain net income (from Part IV, line 2)		0.	1	
æ	7 Capital gain net income (from Part IV, line 2) 8 Net short-term capital gain					-
	9	Income modifications				
	10a	Gross sales less returns and allowances				
	1 .	Less Cost of goods sold		 · · -		
	1	Gross profit or (loss)				
	11	Other income				
	12	Total Add lines 1 through 11	101,178.	29,464.	0.	
	13	Compensation of officers, directors, trustees, etc	0.	0.	0.	0.
	14	Other employee salaries and wages				
တွ	15	Pension plans, employee benefits	500			
nse	16a	Legal fees STMT 3	700.	0.	0.	0.
x	D	Accounting fees Other professional fees				
e E	17	Interest				
and Administrative Expenses	18	Taxes STMT 4	280.	0.	-1/2 0.	0.
ist	19	Depreciation and depletion				•
Ë	20	Occupancy			FFR # 9 2040	,
Add	21	Travel, conferences, and meetings		,	~~ × ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~	
P.	22	Printing and publications			ノフラン つぎらん おきんきき	
, iii	23	Other expenses STMT 5	247.	0.	. 0	0.
2010 eratin	24	Total operating and administrative				-5
4 2010 Operating		expenses Add lines 13 through 23	1,227.	0.	0.	0.
7 U -1	25	Contributions, gifts, grants paid	31,010.			31,010.
	26	Total expenses and disbursements.	30 00-	_		34 34 5
<u>{</u> _	-	Add lines 24 and 25	32,237.	0.	0.	31,010.
	27	Subtract line 26 from line 12:	68,941.			
9	1	Excess of revenue over expenses and disbursements Net investment income (if negative, enter -0-)	00,341.	29,464.		
.) •	1	Adjusted net income (if negative, enter -0-)		27,404.	0.	
,	, ,	regarde not modifie (moganito, onto -o-)	<u> </u>			<u> </u>

Б	art	Balance Sheets Attached schedules and amounts in the description column should be for end-of-year amounts only	Beginning of year	End o	f year
<u></u>	<u> </u>	column should be for end-of-year amounts only	(a) Book Value	(b) Book Value	(c) Fair Market Value
	1	Cash - non-interest-bearing	77,818.	3,121.	3,121.
	2	Savings and temporary cash investments	203,055.	244,351.	244,351.
	3	Accounts receivable	[
		Less: allowance for doubtful accounts			
	4	Pledges receivable ►			
		Less; allowance for doubtful accounts			
	5	Grants receivable			
	6	Receivables due from officers, directors, trustees, and other			
		disqualified persons			
	7	Other notes and loans receivable			
		Less: allowance for doubtful accounts			
sts	8	Inventories for sale or use			
Assets	1	Prepaid expenses and deferred charges			
•		Investments - U.S. and state government obligations			
		Investments - corporate stock			
	c	Investments - corporate bonds			
	11	Investments - land, buildings, and equipment basis			
		Less accumulated depreciation			
	12	Investments - mortgage loans			
	13	Investments - other STMT 6	530,113.	632,455.	624,640.
	14	Land, buildings, and equipment: basis			
		Less accumulated depreciation			
	I	Other assets (describe)			
	16	Total assets (to be completed by all filers - see the			
		instructions. Also, see page 1, item I)	810,986.	879,927.	872,112.
	1	Accounts payable and accrued expenses			
	18	Grants payable			
Liabilities	19	Deferred revenue			
Ĭ	20	Loans from officers, directors, trustees, and other disqualified persons	<u> </u>		
Ë	21	Mortgages and other notes payable			
	22	Other liabilities (describe >)			
	22	Total liabilities (add lines 17 through 22)	0.	0.	
_	23	Foundations that follow SFAS 117, check here			
		and complete lines 24 through 26 and lines 30 and 31.			
ės	24	Unrestricted			
ğ	25	Temporarily restricted			
Net Assets or Fund Balance	26	Permanently restricted			
2		Foundations that do not follow SFAS 117, check here			
ī		and complete lines 27 through 31.			
50	27	Capital stock, trust principal, or current funds	810,986.	879,927.	
set	28	Paid-in or capital surplus, or land, bldg., and equipment fund	0.	0.	
As	29	Retained earnings, accumulated income, endowment, or other funds	0.	0.	
Vet	30	Total net assets or fund balances	810,986.	879,927.	
_					
_	31	Total liabilities and net assets/fund balances	810,986.	879,927.	
P	art		alances		
_					<u> </u>
1		I net assets or fund balances at beginning of year - Part II, column (a), line	30		010 006
		st agree with end-of-year figure reported on prior year's return)		1	810,986.
		r amount from Part I, line 27a		2	68,941.
		r increases not included in line 2 (itemize)		3	0.
		lines 1, 2, and 3		4	879,927.
		eases not included in line 2 (itemize) I net assets or fund balances at end of year (line 4 minus line 5) - Part II, co	alumn /h) line 20	5	<u>0.</u> 879,927.
<u> </u>	· UId	rnor assers or rang palances at end of year fine 4 minus line 3) - Part II, Co	AUTHU (D), IIIIR OU		0/7,74/.

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		ROMISE OF LEAR			N			7	4-2810	000	Page 3
Part IV Capital Gains and Losses for Tax on Investment Income											
(a) List and describe the kind(s) of property sold (e.g., real estate, 2-story brick warehouse; or common stock, 200 shs. MLC Co.)					How ac - Purch - Dona) Date a (mo., d	acquired ay, yr.)	(d) Dat (mo., da		
18	EDWARD JONES ACC	T									
t	EDWARD JONES ACC	T			<u> </u>						
_(<u> </u>						
_9	<u> </u>	· · · · ·			ļ						
_	· · · · · · · · · · · · · · · · · · ·				<u> </u>						
_	(e) Gross sales price	(f) Depreciation allowed (or allowable)		st or other basis expense of sale					aın or (loss) s (f) mınus (g)	
_ 2	·										<u><28.</u> :
)									<1	<u>, 258 . :</u>
_	· · · · · · · · · · · · · · · · · · ·										
_€	Complete only for assets showing ga	on in column (h) and award but	the foundation	00.10/01/00							
	Complete only for assets showing ga	``,					(I) (col. (l	iains (C c), hut r	ol. (h) gain n ot less than	nnus -n-) or	
	(i) F.M.V. as of 12/31/69	(j) Adjusted basis as of 12/31/69		cess of col. (I) col. (I), If any					(from col. (h		
_8	ı	· • ·									<u><28.</u> :
t)									<1	<u>, 258 •</u> :
_					-						
_6					$\overline{}$.				
2	Capital gain net income or (net capital	l loss) $ \begin{cases} \text{If gain, also enter} \\ \text{If (loss), enter -0-} \end{cases} $	in Part I, line - in Part I, line	7 7	}	2				<1	<u>, 286 .</u> :
3	Net short-term capital gain or (loss) a		d (6):								
	If gain, also enter in Part I, line 8, colu	ımn (c).			\rightarrow	_			/-		
E	If (loss), enter -0- in Part I, line 8 Part V Qualification Under	er Section 4940(e) for	Poducod	Tay on Not		3 cetm	ont Inco		N/A		
_							ent inco	1116			
(11	or optional use by domestic private fou	noations subject to the section 4	1940(a) tax on	net investment in	come	3.)					
lf :	section 4940(d)(2) applies, leave this p	art blank.									
LA/	as the foundation liable for the section :	4042 tay on the distributable am	ount of any ve	or in the bace per	1043				ſ		X No
	Yes," the foundation does not qualify u			•	luur				ι	162	۱۷۵ لیمیا
	Enter the appropriate amount in each				ntries	 S.		······			
	(a)	(b)		,	(c)				- · · (d)	
	Base periód years Calendar year (or tax year beginning in		tributions	Net value of no			ise assets	(Distribu col. (b) divid)	tion ratio led by col.	(c))
	2014		5,591.			72:	1,539.		((19327
	2013		6,260.				9,133.				26694
	2012		5,190.				5,914.				26330
	2011		4,300.				4,464.				25791
	2010		9,500.	·			2,750.				12139
2	Total of line 1, column (d)							2		.1'	<u>70281</u>
3	Average distribution ratio for the 5-year	ar base period - divide the total c	on line 2 by 5,	or by the number	of ye	ars					
	the foundation has been in existence i	f less than 5 years						3		.0	<u>34056</u>
4	Enter the net value of noncharitable-u	se assets for 2015 from Part X. I	line 5					4		799	799.
5	Multiply line 4 by line 3							5		27	<u>,238.</u>
6	Enter 1% of net investment income (1	% of Part I, line 27b)						6			295.
		·								0.5	
1	Add lines 5 and 6							7		27	<u>,533.</u>
8	Enter qualifying distributions from Par							8		31	,010.
	If line 8 is equal to or greater than line See the Part VI instructions.	7, check the box in Part VI, line	1b, and comp	lete that part using	g a 1'	% tax ra	ate. 				

			8100		Page 4
	irt VI Excise Tax Based on Investment Income (Section 4940(a), 4940(b), 4940(e), or 4	948 -	see ins	truct	ions)
1 a	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)				
t	Domestic foundations that meet the section 4940(e) requirements in Part V, check here 🕨 🗶 and enter 1%	1			295.
	of Part I, line 27b				
c	All other domestic foundations enter 2% of line 27b. Exempt foreign organizations enter 4% of Part I, line 12, col. (b).				
	Tax under section 511 (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-)	2			0.
3	Add lines 1 and 2	3			295.
4	Subtitle A (income) tax (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-)	4			0.
5	Tax based on investment income. Subtract line 4 from line 3. If zero or less, enter -0-	5			295.
6	Credits/Payments:				
	2015 estimated tax payments and 2014 overpayment credited to 2015				
	Exempt foreign organizations - tax withheld at source 6b				
	Tax paid with application for extension of time to file (Form 8868) 6c				
	Backup withholding erroneously withheld 6d	.			
	Total credits and payments. Add lines 6a through 6d	,			0.
_	· · · · · · · · · · · · · · · · · · ·	7			<u> </u>
8	Enter any penalty for underpayment of estimated tax. Check here if Form 2220 is attached	8			295.
9	Tax due. If the total of lines 5 and 8 is more than line 7, enter amount owed	9			<u> 495.</u>
10	Overpayment. If line 7 is more than the total of lines 5 and 8, enter the amount overpaid	10			
	Enter the amount of line 10 to be: Credited to 2016 estimated tax	11			
_	rt VII-A Statements Regarding Activities		···-	W.	- N-
18	During the tax year, did the foundation attempt to influence any national, state, or local legislation or did it participate or intervene	ın	<u> </u>	16	s No
	any political campaign?		<u> </u>	a	X
t	Did it spend more than \$100 during the year (either directly or indirectly) for political purposes (see instructions for the definition)		<u> </u>	b	X
	If the answer is "Yes" to 1a or 1b, attach a detailed description of the activities and copies of any materials published	d or			
	distributed by the foundation in connection with the activities				
C	Did the foundation file Form 1120-POL for this year?		<u> </u>	lc	X
C	Enter the amount (if any) of tax on political expenditures (section 4955) imposed during the year:				
	(1) On the foundation. \blacktriangleright \$ (2) On foundation managers. \blacktriangleright \$				
e	Enter the reimbursement (if any) paid by the foundation during the year for political expenditure tax imposed on foundation				
	managers. ▶ \$ 0 .				1
2	Has the foundation engaged in any activities that have not previously been reported to the IRS?			2	X
	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, o	r	i		
	bylaws, or other similar instruments? If "Yes," attach a conformed copy of the changes		ŀ	3	X
4a	Did the foundation have unrelated business gross income of \$1,000 or more during the year?		4	a	X
t	If "Yes," has it filed a tax return on Form 990-T for this year?	N/	'A 4	ь	
5	Was there a liquidation, termination, dissolution, or substantial contraction during the year?		ļ	5	X
	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			į
	remain in the governing instrument?			6	х
7	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			7 X	
·	(2), (2),			<u> </u>	
8s	Enter the states to which the foundation reports or with which it is registered (see instructions)				
•	KS				1
	If the answer is "Yes" to line 7, has the foundation furnished a copy of Form 990-PF to the Attorney General (or designate)				
•	of each state as required by General Instruction G? If "No," attach explanation			ь Х	
9	Is the foundation claiming status as a private operating foundation within the meaning of section 4942(j)(3) or 4942(j)(5) for calei	ndar	H	, <u>, , , , , , , , , , , , , , , , , , ,</u>	`
3	year 2015 or the taxable year beginning in 2015 (see instructions for Part XIV)? If "Yes," complete Part XIV	iuai	İ	9	X
10		TMT	_ —	10 X	
10	Die unit persons become substantial commonors during the tax year in res, attach a schedule listing their names and addresses	* 1.1 T			F (2015)
			LÓI IU	9 9 0-F	· (2015)

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Part VII-A | Statements Regarding Activities (continued)

	Total order in a second in a s	Т	Yes	No
.:	At any time divine the uses did the foundation directly or indirectly over a controlled actify within the manner of		162	NO
11	At any time during the year, did the foundation, directly or indirectly, own a controlled entity within the meaning of	1		v
40	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 person had advisory privileges?	4.0		v
40	If "Yes," attach statement (see instructions)	12	Х	<u> </u>
13	Did the foundation comply with the public inspection requirements for its annual returns and exemption application?	[13	Λ	<u> </u>
4.4	Website address ► PROMISEOFLEARNING.COM The books are in care of ► THE FOUNDATION Telephone no. ► 913-78	0 2	770	
14	Located at \triangleright 9312 PINNACLE, LENEXA, KS		113	
45	Section 4947(a)(1) nonexempt charitable trusts filing Form 990-PF in lieu of Form 1041 - Check here	240	_	
10	and enter the amount of tax-exempt interest received or accrued during the year	N	/A	·Ш
16	At any time during calendar year 2015, did the foundation have an interest in or a signature or other authority over a bank,	1/4	Yes	No
10	securities, or other financial account in a foreign country?	16	163	X
	See the instructions for exceptions and filing requirements for FinCEN Form 114. If "Yes," enter the name of the	10		
	foreign country			
Pa	art VII-B Statements Regarding Activities for Which Form 4720 May Be Required	٠		
	File Form 4720 if any item is checked in the "Yes" column, unless an exception applies.	T	Yes	No
19	During the year did the foundation (either directly or indirectly):		. 03	-110
	(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	1		
	for the benefit or use of a disqualified person)?			
	(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)? N/A	1b		
	Organizations relying on a current notice regarding disaster assistance check here			
C	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		X
2	Taxes on failure to distribute income (section 4942) (does not apply for years the foundation was a private operating foundation defined in section 4942(j)(3) or 4942(j)(5)):			
2	At the end of tax year 2015, did the foundation have any undistributed income (lines 6d and 6e, Part XIII) for tax year(s) beginning			
·	before 2015? Yes X No			
	If "Yes," list the years			
ь	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.) N/A	2b		
c	If the provisions of section 4942(a)(2) are being applied to any of the years listed in 2a, list the years here.			
	>			
3a	Did the foundation hold more than a 2% direct or indirect interest in any business enterprise at any time			
	during the year?			
b	of "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? (Use Schedule C,			
	Form 4720, to determine if the foundation had excess business holdings in 2015.) N/A	3b		
	Did the foundation invest during the year any amount in a manner that would jeopardize its charitable purposes?	_4a		X
0	Did the foundation make any investment in a prior year (but after December 31, 1969) that could jeopardize its charitable purpose that	_		v
	had not been removed from jeopardy before the first day of the tax year beginning in 2015?	4b rm 99 0)_DE	(2015)
	Fu	1111 Jac	,	(2013)

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Part VII-B Statements Regarding Activities for Which Form 4720 May Be Required (continued)							
	Page 6						
expenditure responsibility for the grant? N/A Yes No							
If "Yes," attach the statement required by Regulations section 53.4945-5(d).							
6a Did the foundation, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? b Did the foundation, during the year, pay premiums, directly or indirectly, on a personal benefit contract? 6b	x						
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? Yes X No							
b If "Yes," did the foundation receive any proceeds or have any net income attributable to the transaction? N/A 7b							
Part VIII Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors							
1 List all officers, directors, trustees, foundation managers and their compensation.							
to position enter -0-) compensation all	Expense ount, other owances						
T. J. BICKIMER PRESIDENT							
9312 PINNACLE							
LENEXA, KS 66220 3.00 0. 0.	0.						
M. H. BICKIMER VICE-PRES							
9312 PINNACLE							
LENEXA, KS 66220 3.00 0.	0.						
T. & J. BICKIMER DIRECTORS							
17350 W 94 TERR #2206							
LENEXA, KS 66219 0.00 0. 0.	<u> </u>						
D. & K. KANATZAR DIRECTORS							
8119 LEGLER RD	_						
LENEXA, KS 66219 0.00 0. 0.	<u> </u>						
2 Compensation of five highest-paid employees (other than those included on line 1). If none, enter "NONE."	Evannos						
(a) Name and address of each employee paid more than \$50,000 hours per week (c) Compensation employee deferred paid acco	Expense ount, other owances						
NONE							
· · · · · · · · · · · · · · · · · · ·							

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Part VIII Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors (continued)	′	
3 Five highest-paid independent contractors for professional services. If none, enter "NONE."		
(a) Name and address of each person paid more than \$50,000 (b) Type of servi	ce	(c) Compensation
NONE		
Total number of others receiving over \$50,000 for professional services	>	0
Part IX-A Summary of Direct Charitable Activities		
List the foundation's four largest direct charitable activities during the tax year. Include relevant statistical information such as the number of organizations and other beneficiaries served, conferences convened, research papers produced, etc.		Expenses
1 N/A		
2		
3		
4		
Part IX-B Summary of Program-Related Investments		
Describe the two largest program-related investments made by the foundation during the tax year on lines 1 and 2.		Amount
1 N/A		
2		
All other program-related investments. See instructions.		
Total. Add lines 1 through 3	D	0.

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Р	Part X Minimum Investment Return (All domestic foundations must complete this part Foreign for	undations, se	e instructions)
1	Fair market value of assets not used (or held for use) directly in carrying out charitable, etc., purposes:	T	
	Average monthly fair market value of securities	1a	615,345.
	Average of monthly cash balances	1b	196,634.
	Fair market value of all other assets	1c	
d	d Total (add lines 1a, b, and c)	1d	811,979.
е	Reduction claimed for blockage or other factors reported on lines 1a and		
	1c (attach detailed explanation) 1e 0	<u>.</u>	
2	Acquisition indebtedness applicable to line 1 assets	2	0.
3	Subtract line 2 from line 1d	3	811,979.
4	Cash deemed held for charitable activities. Enter 1 1/2% of line 3 (for greater amount, see instructions)	4	12,180.
5	Net value of noncharitable-use assets. Subtract line 4 from line 3. Enter here and on Part V, line 4	5	799,799.
6	Minimum investment return Enter 5% of line 5	6	39,990.
P	Part XI Distributable Amount (see instructions) (Section 4942(j)(3) and (j)(5) private operating foundations a foreign organizations check here and do not complete this part.)	ınd certain	
1	Minimum investment return from Part X, line 6	1	39,990.
2a	Tax on investment income for 2015 from Part VI, line 5		
b]	
C	Add lines 2a and 2b	2c	295.
3	Distributable amount before adjustments. Subtract line 2c from line 1	3	39,695.
4	Recoveries of amounts treated as qualifying distributions	4	0.
5	Add lines 3 and 4	5	39,695.
6	Deduction from distributable amount (see instructions)	6	0.
7	Distributable amount as adjusted. Subtract line 6 from line 5. Enter here and on Part XIII, line 1	7	39,695.
P	Qualifying Distributions (see instructions)		
1	Amounts paid (including administrative expenses) to accomplish charitable, etc., purposes:		
a	Expenses, contributions, gifts, etc total from Part I, column (d), line 26	1a	31,010.
	Program-related investments - total from Part IX-B	1b	0.
2	Amounts paid to acquire assets used (or held for use) directly in carrying out charitable, etc., purposes	2	
3	Amounts set aside for specific charitable projects that satisfy the:		
a	Suitability test (prior IRS approval required)	3a	
b	Cash distribution test (attach the required schedule)	3b	
4	Qualifying distributions. Add lines 1a through 3b. Enter here and on Part V, line 8, and Part XIII, line 4	4	31,010.
5	Foundations that qualify under section 4940(e) for the reduced rate of tax on net investment		
	income. Enter 1% of Part I, line 27b	5	295.
6	Adjusted qualifying distributions. Subtract line 5 from line 4	6	30,715.
	Note. The amount on line 6 will be used in Part V, column (b), in subsequent years when calculating whether the foundation 4940(e) reduction of tax in those years.	qualifies for t	he section

Form **990-PF** (2015)

Part XIII Undistributed Income (see instructions)

	(a) Corpus	(b) Years prior to 2014	(c) 2014	(d) 2015
1 Distributable amount for 2015 from Part XI,				
line 7				39,695.
2 Undistributed income, if any, as of the end of 2015				
a Enter amount for 2014 only			23,100.	
b Total for prior years:		0		
3 Excess distributions carryover, if any, to 2015:		0.	·	
a From 2010				
b From 2011				
c From 2012				
d From 2013				
e From 2014				
	0.			
f Total of lines 3a through e	<u></u>	··· - ···		
4 Qualifying distributions for 2015 from Part XII, line 4: ▶\$ 31,010.				
			22 100	
a Applied to 2014, but not more than line 2a	-		23,100.	
b Applied to undistributed income of prior		0		
years (Election required - see instructions)		0.		
c Treated as distributions out of corpus	0			
(Election required - see instructions)	0.			7 010
d Applied to 2015 distributable amount	0			7,910.
e Remaining amount distributed out of corpus	0.			
5 Excess distributions carryover applied to 2015 (If an amount appears in column (d), the same amount must be shown in column (a))	0.			0.
6 Enter the net total of each column as indicated below:				
a Corpus Add lines 3f, 4c, and 4e Subtract line 5	0.			
b Prior years' undistributed income. Subtract				
line 4b from line 2b		0.		
c Enter the amount of prior years' undistributed income for which a notice of deficiency has been issued, or on which the section 4942(a) tax has been previously assessed		0.		
d Subtract line 6c from line 6b. Taxable				
amount - see instructions		0.		
e Undistributed income for 2014. Subtract line				.,
4a from line 2a. Taxable amount - see instr.			0.	
f Undistributed income for 2015. Subtract				
lines 4d and 5 from line 1. This amount must				
be distributed in 2016				31,785.
7 Amounts treated as distributions out of		•		
corpus to satisfy requirements imposed by				
section 170(b)(1)(F) or 4942(g)(3) (Election				
may be required - see instructions)	0.			
8 Excess distributions carryover from 2010				
not applied on line 5 or line 7	0.			
9 Excess distributions carryover to 2016.				
Subtract lines 7 and 8 from line 6a	0.			
0 Analysis of line 9:				
a Excess from 2011				
b Excess from 2012				
c Excess from 2013				
d Excess from 2014				
e Excess from 2015				

Part XIV Private Operating Fou		ARNING FOUND ISTRUCTIONS AND PART V			2810000 Page
1 a If the foundation has received a ruling or d	etermination letter tha	it it is a private operating			
foundation, and the ruling is effective for 2			▶		
b Check box to indicate whether the foundati	•	•	in section	4942(j)(3) or	4942(j)(5)
2 a Enter the lesser of the adjusted net	Tax year		Prior 3 years		
income from Part I or the minimum	(a) 2015	(b) 2014	(c) 2013	(d) 2012	(e) Total
investment return from Part X for					
each year listed					
b 85% of line 2a		 			-
c Qualifying distributions from Part XII,				- 	
line 4 for each year listed					
d Amounts included in line 2c not					
used directly for active conduct of					
exempt activities					
e Qualifying distributions made directly	·	<u> </u>			
, ,					
for active conduct of exempt activities.					
Subtract line 2d from line 2c Complete 3a, b, or c for the					
alternative test relied upon:					
a "Assets" alternative test - enter:					
(1) Value of all assets				-	
(2) Value of assets qualifying under section 4942(j)(3)(B)(i)	· · · · · · · · · · · · · · · · · · ·				
b "Endowment" alternative test - enter					
2/3 of minimum investment return shown in Part X, line 6 for each year listed					
c "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)					
(2) Support from general public and 5 or more exempt					
organizations as provided in					
section 4942(j)(3)(B)(III)			+	-	
(3) Largest amount of support from					
an exempt organization			+	 	
(4) Gross investment income Part XV Supplementary Inform	estion (Comple	to this part only	if the foundation	- had \$5,000 ar	mara in acceta
Part XV Supplementary Inform at any time during the			ii the loundatio	n nau \$5,000 or	more in assets
1 Information Regarding Foundation	-				
a List any managers of the foundation who h	•	than 2% of the total con	tributions received by th	e foundation hefore the	close of any tay
year (but only if they have contributed mor			and anona received by a	ic louridation before the	close of any tax
SEE STATEMENT 8		,			
b List any managers of the foundation who cother entity) of which the foundation has a			(or an equally large por	tion of the ownership of	a partnership or
IONE	•				
2 Information Regarding Contribution	Grant Gift Loan	Scholarship etc. P	rograms:		
Check here ► X if the foundation only the foundation makes gifts, grants, etc. (see	makes contributions	to preselected charitable	organizations and does		
	•				and u.
a The name, address, and telephone number	or e-man address or	the person to whom app	lications should be addi	esseu.	
b The form in which applications should be s	submitted and informa	ation and materials they s	should include:		
c Any submission deadlines:		<u> </u>			
····	· · - · · · ·				

Form 990-PF (2015) THE PROMISE OF LEARNING FOUNDATION 74-2810000 Page 11 Part XV Supplementary Information (continued) Grants and Contributions Paid During the Year or Approved for Future Payment If recipient is an individual, Recipient show any relationship to any foundation manager or substantial contributor Foundation Purpose of grant or Amount status of contribution Name and address (home or business) recipient a Paid during the year EDUCATION PETER WESTBROOK FOUNDATION NONE 501 C (3) GPO BOX 7554 NEW YORK, NY 10116 1,000, BISHOP WARD HIGH SCHOOL NONE 501 C (3) EDUCATION 708 N 18TH ST KANSAS CITY, KS 66102 13,020. BLESSED BRIAN FOUNDATION NONE 501 C (3) EDUCATION PO BOX 12494 OVERLAND PARK, KS 66282 2,000. CATHOLIC EDUCATION FOUNDATION NONE 501 C (3) EDUCATION 12615 PARALLEL PKWY KANSAS CITY, KS 66109 1,140. ST ELIZABETH SCHOOL NONE 501 C (3) EDUCATION 4052 S WABASH AVE CHICAGO IL 60653 1,000. SEE CONTINUATION SHEET(S) Total 31,010. **b** Approved for future payment NONE

▶ 3b

Total

Part XVI-A **Analysis of Income-Producing Activities**

Enter gross amounts unless otherwise indicated.	Unrelat	Unrelated business income		ded by section 512, 513, or 514	(e)		
•	(a) Business	(b) Amount	(C) Exclu- sion	(d) Amount	Related or exempt function income		
1 Program service revenue:	code	7.51104111	code	Amount	Tunction income		
a							
b			ļ				
C							
d			ļ				
e							
f							
g Fees and contracts from government agencies							
2 Membership dues and assessments	ļ						
3 Interest on savings and temporary cash							
investments			14	693. 28,771.			
4 Dividends and interest from securities			14	28,771.			
5 Net rental income or (loss) from real estate:							
a Debt-financed property							
b Not debt-financed property							
6 Net rental income or (loss) from personal							
property							
7 Other investment income							
8 Gain or (loss) from sales of assets other							
than inventory			18	<1,286.	>		
9 Net income or (loss) from special events							
10 Gross profit or (loss) from sales of inventory							
11 Other revenue:							
a							
b							
c				.,			
d							
e					1		
12 Subtotal. Add columns (b), (d), and (e)		0.		28,178.	0.		
13 Total Add line 12, columns (b), (d), and (e)			· · · · · · · · · · · · · · · · · · ·		28,178.		
(See worksheet in line 13 instructions to verify calculations.)				_			
Part XVI-B Relationship of Activities	to the Acc	amplichment of Ex	omn	t Burnasaa			
Relationship of Activities	to the Acci	ompusiment of Ex	emp	t Purposes			
Line No. Explain below how each activity for which inco	me is reported	ın column (e) of Part XVI-A	contrib	outed importantly to the accord	nplishment of		
the foundation's exempt purposes (other than				,			
			-				
		•					
					<u> </u>		
				· · · · · · · · · · · · · · · · · · ·	······································		
				· · ·			
		· · · · · · · · · · · · · · · · · · ·					
				"			
					-		
	· · ·				 		

5) THE PROMISE OF LEARNING FOUNDATION 74-2810000 Information Regarding Transfers To and Transactions and Relationships With Noncharitable **Exempt Organizations**

1 Did the organization directly or indirectly engage in any of the following with any other organization described in section 501(c) of										
the Code (other than section 501(c)(3) organizations) or in section 527, relating to political organizations?										
a Transfers from the reporting foundation to a noncharitable exempt organization of:										
(1) Cash										
(2) Other assets										
b Other transactions:										
(1) Sales of assets to a noncharitable exempt organization										
(2) Purchases of assets from a noncharitable exempt organization										
(3) Rental of facilities, equipment, or other assets										
	mbursement arrangements	1					1b(4)		X X X	
	ans or loan guarantees						1b(5)		X	
	formance of services or me						1b(6)		X	
	of facilities, equipment, ma						1c		X	
						market value of the goods, o		ets,		
				ed less than fair market vali	ue in any transactioi	n or sharing arrangement, sh	iow in			
T	(d) the value of the goods,			averant organization	(4) -					
(a) Line no	(b) Amount involved	(c) Name of		e exempt organization	(0) Description	n of transfers, transactions, and s	naring an	angeme	nts	
			N/A							
							-			
	<u> </u>									
						<u>, </u>				
				 	··					
										
					_					
İ						·	-			
2a Is the fo	oundation directly or indirect	tly affiliated with, or r	elated to, one	or more tax-exempt organi	izations described					
	on 501(c) of the Code (other						Yes	X] No	
	complete the following sch		` ''				_			
	(a) Name of org	janization		(b) Type of organization		(c) Description of relationsh	p			
	N/A			· · · · · · · · · · · · · · · · · · ·						
					ļ					
/	ler penalties of perjupy, I declare belief, it is true, porceet, and					may	the IRS o	liscuss t	his	
Sign	1		sparar (ourier una	7/1/1		show	n with the In below	(see inst	er tr)?	
Here		rus	<u>er</u>	46/16	PRESI	DENT X	Yes		No	
Sı	gnature of officer or trustee		r	Date/	Title					
	Print/Type preparer's na	ame	Preparer's si		Date	Check I If PTIN				
Paid			And	mont. 1.	2-3-14	self- employed				
	ANDREW J.		<u> </u>	•			<u> 290</u>			
Prepare: Use Only		DL & GREG	ORY, P	A		Firm's EIN ► 48-12	320	80		
OSO OIII		26 023707		ams 160						
	Firm's address ► 88					012 22	0 4	040		
	1 00	EKTAND PA	$\kappa\kappa$, κS	66212-3678	_	Phone no. 913-33			(0045)	
						FOI	1111 356	/-rr	(2015)	

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

Department of the Treasury Internal Revenue Service

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

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

2015

Name of the organization

Employer identification number

-	THE PROMISE OF LEARNING FOUNDATION	74-2810000
Organization type (chec	ck one):	
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 foundation	
	501(c)(3) taxable private foundation	
	on is covered by the General Rule or a Special Rule. 1(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Speci	al Rule. See instructions.
General Rule		
	ation filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions to any one contributor. Complete Parts I and II. See instructions for determining a contrib	
Special Rules		
sections 509(a) any one contrib	ation described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% sup (1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, butor, during the year, total contributions of the greater of (1) \$5,000 or (2) 2% of the a -EZ, line 1. Complete Parts I and II	16a, or 16b, and that received from
year, total conti	ation described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received to ributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or of cruelty to children or animals. Complete Parts I, II, and III.	
year, contribution is checked, ent purpose Do no	ation described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received to ons exclusively for religious, charitable, etc., purposes, but no such contributions total er here the total contributions that were received during the year for an exclusively religion to complete any of the parts unless the General Rule applies to this organization becausely, etc., contributions totaling \$5,000 or more during the year	ed more than \$1,000. If this box gious, charitable, etc.,
but it must answer "No"	on that is not covered by the General Rule and/or the Special Rules does not file Scheo on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on neet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).	• • • • • • • • • • • • • • • • • • • •

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990, 990-EZ, or 990-PF. Schedule B (Form 990, 990-EZ, or 990-PF) (2015)

Name of organization

Employer identification number

THE PROMISE OF LEARNING FOUNDATION

74-2810000

Part I	Contributors (see instructions). Use duplicate copies of Part I if a	additional space is needed	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	BICKIMER CONSTRUCTION, INC 15621 W 87TH ST PKWY LENEXA, KS 66219	\$\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2	TOM & MARY BICKIMER 9312 PINNACLE LENEXA, KS 66220	\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Omnocash Complete Part II for noncash contributions)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Omnocash Complete Part It for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

THE PROMISE OF LEARNING FOUNDATION

74-2810000

Part II	Noncash Property (see instructions). Use duplicate copies of Part	Il if additional space is needed.	
(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
(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
		 \$	
(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

hedule B	(Form 990, 990-EZ, or 990-PF) (2015)		
me of orga	nization		Employer identification number
HE PR	OMISE OF LEARNING FOUN Exclusively religious, charitable, etc., con	tributions to organizations described in se	74-2810000 ection 501(c)(7), (8), or (10) that total more than \$1,000 fo
	the year from any one contributor. Complete completing Part III, enter the total of exclusively religious	columns (a) through (e) and the following us, charitable, etc., contributions of \$1,000 or less to	INC ENTRY, For organizations
a) No.	Use duplicate copies of Part III if addition	nal space is needed.	
from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
		(e) Transfer of gift	
	Transferee's name, address, a	nd ZIP + 4	Relationship of transferor to transferee
a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	Transferee's name, address, a	(e) Transfer of gift	Relationship of transferor to transferee
a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	Transferee's name, address, a	(e) Transfer of gift	Relationship of transferor to transferee
a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
			-
.			

11300 W 103RD ST OVERLAND PARK, KS 66214 JOSHUA CENTER 400 E BANNISTER RD STE A	ear (Continuation) If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
Recipient Name and address (home or business) HOLY SPIRIT CHURCH SCHOOL 11300 W 103RD ST OVERLAND PARK, KS 66214 JOSHUA CENTER 400 E BANNISTER RD STE A	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	status of recipient	contribution	Amount
HOLY SPIRIT CHURCH SCHOOL 11300 W 103RD ST OVERLAND PARK, KS 66214 JOSHUA CENTER 400 E BANNISTER RD STE A		recipient		Amount
11300 W 103RD ST OVERLAND PARK, KS 66214 JOSHUA CENTER 400 E BANNISTER RD STE A	NONE	501 C (3)	EDUCATION	
JOSHUA CENTER 400 E BANNISTER RD STE A				
JOSHUA CENTER 400 E BANNISTER RD STE A				
400 E BANNISTER RD STE A				250
	NONE	501 C (3)	EDUCATION	
WANGAG GERM NO CAARA				
KANSAS CITY, MO 64131				1,000
	NONE	501 C (3)	EDUCATION	
STUDENT FINANCIAL SERVICES MANHATTAN, KS 66502				500
KIDS TLC 480 ROGERS RD	NONE	501 C (3)	EDUCATION	
OLATHE, KS 66062			-	3,500
WODNING OF ODE POTENTING	NOVE.	E01 G (3)		
MORNING GLORY MNISTIRIES 416 W 12TH ST	NONE	501 C (3)	EDUCATION	
KANSAS CITY, MO 64105				500
THE SALVATION ARMY	NONE	501 C (3)	EDUCATION / HOUSING	
3637 BROADWAY	HOND		ASSISTANCE	
KANSAS CITY, MO 64111				1,000
UNBOUND	NONE	501 C (3)	EDUCATION	
PO BOX 219114				
KANSAS CITY, MO 64121				2,000
BOYS HOPE GIRLS HOPE	none	501 C (3)	EDUCATION	
7700 WEDD ST STE 15				
OVERLAND PARK, KS 66204				1,000
URBAN RANGERS	none	501 C (3)	EDUCATION	
5908 SWOPE PARKWAY				
KANSAS CITY, MO 64130				1,000,
FIRST HAND FOUNDATION	NONE	501 C (3)	EDUCATION	
2800 ROCKCREEK PKWY				
KANSAS CITY MO 64117 Total from continuation sheets	<u> </u>	<u> </u>		1,000 12,850

THE PROMISE OF LEARNING FOUNDATION

74-2810000

3 Grants and Contributions Paid During th				
Recipient	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation	Purpose of grant or contribution	A
Name and address (home or business)	any foundation manager or substantial contributor	status of recipient	contribution	Amount
		504 5 (2)		
ABITAT FOR HUMANITY 70 PEACHTREE ST NW STE 1300	NONE	501 C (3)	HOUSING ASSISTANCE	
TLANTA, GA 30303				1,00
ORIZON ACADEMY	NONE	501 C (3)	EDUCATION	
901 REINHARDT DR				
OELAND PARK, KS 66205				10
Total from continuation sheets				

FORM 990-PF INTERE	EST ON SAV	INGS A	ND TEME	PORARY	CASH IN	VESTMENTS	STATI	EMENT	1
SOURCE			(A) REVEN PER BO	NUE		(B) IVESTMENT ICOME	AD	(C) JUSTED INCOME	E
BANK MONEY MARKET ACCOUNT BANK MONEY MARKET ACCOUNT			49. 644.			49. 644.		49. 644.	
TOTAL TO PART I, LI	INE 3			693.		693.		69	93.
FORM 990-PF	DIVIDEN	DS AND	INTERE	EST FR	OM SECUR	ITIES	STATI	EMENT	2
SOURCE	GROSS AMOUNT	(APITAL GAINS VIDENDS	R	(A) EVENUE R BOOKS	(B) NET INVES MENT INCO		(C) ADJUSTI ET INCO	
EDWARD JONES MUTUAL FUNDS WELLS FARGO GNMA	8,02				•	8,02		8,02	
TO PART I, LINE 4	POOLS 20,743. TO PART I, LINE 4 28,771.				-	20,743. 20,74 28,771. 28,77		3. 20,743. 1. 28,771.	
FORM 990-PF			LEGAL	FEES			STATI	EMENT	3
DESCRIPTION		EXPE	A) NSES BOOKS	NET I	B) NVEST- INCOME	(C) ADJUSTED NET INCOM		(D) HARITAI PURPOSI	
LEGAL FEES	-		700.		0.		0.		0.
TO FM 990-PF, PG 1, LN 16A			700.		0.		0.		0.

FORM 990-PF	TAX	STATEMENT			4		
DESCRIPTION	EXPENSES NET I		(B) NET INVEST- MENT INCOME			(D) CHARITABLE PURPOSES 0. 0. 0. 0. 0.	
FEDERAL EXCISE TAX KANSAS ANNUAL REPORT	240. 40.	. 0.		0			
TO FORM 990-PF, PG 1, LN 18	280.						
FORM 990-PF	OTHER EXPENSES			STATEMENT 5			
DESCRIPTION	(A) (B) EXPENSES NET INVEST- PER BOOKS MENT INCOME		(C) ADJUSTED NET INCOME		(D) CHARITABLE PURPOSES		
BANK CHARGES WEB SITE	25. 222.		0.	0.			0.
TO FORM 990-PF, PG 1, LN 23	247.		0.		0.		0.
FORM 990-PF	OTHER INV	ESTMENTS			ST	ATEMENT	6
DESCRIPTION		LUATION ETHOD	вос	OK VALUE	FA	IR MARKE	r
WELLS FARGO GNMA POOLS EDWARD JONES MUTUAL FUNDS	FMV FMV			462,249. 170,206.		428,941 195,699	
TOTAL TO FORM 990-PF, PART I	1 990-PF, PART II, LINE 13		632,455. 624,64			40.	

FORM 990-PF LIST OF SUBSTANTIAL CONTRIBUTORS STATEMENT 7 PART VII-A, LINE 10 NAME OF CONTRIBUTOR ADDRESS THOMAS & MARY BICKIMER 9312 PINNACLE LENEXA, KS 66220 BICKIMER CONSTRUCTION, INC 15621 W 87TH ST PKWY LENEXA, KS 66219

FORM 990-PF PART XV - LINE 1A STATEMENT 8 LIST OF FOUNDATION MANAGERS

NAME OF MANAGER

T. J. BICKIMER M. H. BICKIMER