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Form 990

Return of Organization Exempt From Income Tax

2015

Open to Public Inspection

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

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

A For the 2015 calendar year, or tax year beginning 01-01-2015, and ending 12-31-2015

| | | | |
|--|---|---|--|
| B Check if applicable | C Name of organization SOUTHERN ARIZONA LEADERSHIP COUNCIL INC | | D Employer identification number 86-0879845 |
| <input type="checkbox"/> Address change | | | |
| <input type="checkbox"/> Name change | Doing business as | | E Telephone number (520) 327-7619 |
| <input type="checkbox"/> Initial return | | | |
| <input type="checkbox"/> Final return/terminated | Number and street (or P O box if mail is not delivered to street address) 3497 N CAMPBELL AVE NO 703 | Room/suite | |
| <input type="checkbox"/> Amended return | | | |
| <input type="checkbox"/> Application pending | City or town, state or province, country, and ZIP or foreign postal code TUCSON, AZ 857192377 | | G Gross receipts \$ 971,978 |
| F Name and address of principal officer RONALD E SHOOPMAN 3497 N CAMPBELL AVE NO 703 TUCSON, AZ 857192377 | | H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions) H(c) Group exemption number ► | |

I Tax-exempt status 501(c)(3) 501(c) (6) ► (insert no) 4947(a)(1) or 527

J Website: ► WWW SALC.ORG

K Form of organization Corporation Trust Association Other ► L Year of formation 1997 M State of legal domicile AZ

Part I Summary

1 Briefly describe the organization's mission or most significant activities
BUSINESS LEADERS COMMIT SKILLS & RESOURCES TO ENHANCE THE REGION'S QUALITY OF LIFE & ECONOMIC CLIMATE

2 Check this box ► if the organization discontinued its operations or disposed of more than 25% of its net assets

| | | |
|---|----|----|
| 3 Number of voting members of the governing body (Part VI, line 1a) | 3 | 28 |
| 4 Number of independent voting members of the governing body (Part VI, line 1b) | 4 | 28 |
| 5 Total number of individuals employed in calendar year 2015 (Part V, line 2a) | 5 | 3 |
| 6 Total number of volunteers (estimate if necessary) | 6 | 28 |
| 7a Total unrelated business revenue from Part VIII, column (C), line 12 | 7a | 0 |
| b Net unrelated business taxable income from Form 990-T, line 34 | 7b | 0 |

| | | |
|---|------------|--------------|
| 8 Contributions and grants (Part VIII, line 1h) | Prior Year | Current Year |
| 9 Program service revenue (Part VIII, line 2g) | 50,500 | 39,828 |
| 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) | 759,500 | 929,677 |
| 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | 519 | 2,473 |
| 12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) | 0 | 0 |
| | 810,519 | 971,978 |

| | | |
|--|------------|--------------|
| 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) | Prior Year | Current Year |
| 14 Benefits paid to or for members (Part IX, column (A), line 4) | 50,500 | 39,828 |
| 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) | 759,500 | 929,677 |
| 16a Professional fundraising fees (Part IX, column (A), line 11e) | 519 | 2,473 |
| b Total fundraising expenses (Part IX, column (D), line 25) ►0 | 0 | 0 |
| 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) | 0 | 0 |
| 18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) | 810,519 | 971,978 |
| 19 Revenue less expenses Subtract line 18 from line 12 | 19,500 | 229,955 |

| | | |
|--|------------|--------------|
| 20 Total assets (Part X, line 16) | Prior Year | Current Year |
| 21 Total liabilities (Part X, line 26) | 1,418,310 | 1,389,177 |
| 22 Net assets or fund balances Subtract line 21 from line 20 | 816,250 | 853,442 |
| | 602,060 | 535,735 |

Part II Signature Block

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

| | | |
|-----------------------------------|----------------------|------------|
| Sign Here | ***** | 2016-09-22 |
| | Signature of officer | Date |
| RONALD E SHOOPMAN PRESIDENT & CEO | | |
| Type or print name and title | | |

| | | | | | |
|------------------------|---|---|------|---|-------------------|
| Paid Preparer Use Only | Print/Type preparer's name KELLY L MELTZER CPA | Preparer's signature KELLY L MELTZER CPA | Date | Check <input type="checkbox"/> if self-employed | PTIN P00633511 |
| | Firm's name ► BEACHFLEISCHMAN PC | | | Firm's EIN ► 86-0683059 | |
| | Firm's address ► 1985 EAST RIVER ROAD SUITE 201 TUCSON, AZ 85718 | | | Phone no (520) 321-4600 | |

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III: Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission

THE MISSION OF SALC IS TO IMPROVE GREATER TUCSON AND THE STATE OF ARIZONA BY BRINGING TOGETHER RESOURCES AND LEADERSHIP TO CREATE ACTION THAT WILL ENHANCE THE ECONOMIC CLIMATE AND QUALITY OF LIFE IN OUR COMMUNITIES TO ATTRACT, RETAIN, AND GROW HIGH QUALITY, HIGH WAGE JOBS

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule C.

Yes No

3 Did the organization cease conducting, or make significant changes in how it conducts, any programs or services?

Yes No

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

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code) (Expenses \$ including grants of \$) (Revenue \$
SEE SCHEDULE O

4b (Code) (Expenses \$ including grants of \$) (Revenue \$

4c (Code) (Expenses \$ including grants of \$) (Revenue \$

4e Total program service expenses

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

| | | | | |
|-----|---|-----|-----|----|
| 21 | Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II | 21 | Yes | |
| 22 | Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III | 22 | | No |
| 23 | Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J | 23 | Yes | |
| 24a | Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a | 24a | | No |
| b | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? | 24b | | |
| c | Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? | 24c | | |
| d | Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? | 24d | | |
| 25a | Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I | 25a | | |
| b | Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I | 25b | | |
| 26 | Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II | 26 | | No |
| 27 | Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III | 27 | | No |
| 28 | Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions) | | | |
| a | A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV | 28a | | No |
| b | A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV | 28b | | No |
| c | An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV | 28c | | No |
| 29 | Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M | 29 | | No |
| 30 | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M | 30 | | No |
| 31 | Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I | 31 | | No |
| 32 | Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II | 32 | | No |
| 33 | Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I | 33 | | No |
| 34 | Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 | 34 | | No |
| 35a | Did the organization have a controlled entity within the meaning of section 512(b)(13)? | 35a | | No |
| b | If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 | 35b | | |
| 36 | Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 | 36 | | |
| 37 | Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI | 37 | | No |
| 38 | Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O | 38 | Yes | |

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

| | | | | |
|--|------------|-----|------------|-----------|
| 1a Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable . . . | 1a | 8 | Yes | No |
| 1b Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable . . . | 1b | 0 | | |
| c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . | 1c | Yes | | |
| 2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return . . . | 2a | 3 | | |
| b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions) | 2b | Yes | | |
| 3a Did the organization have unrelated business gross income of \$1,000 or more during the year? . . . | 3a | No | | |
| b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation in Schedule O</i> . . . | 3b | | | |
| 4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? . . . | 4a | No | | |
| b If "Yes," enter the name of the foreign country ► See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR) | | | | |
| 5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . | 5a | No | | |
| b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? . . . | 5b | No | | |
| c If "Yes," to line 5a or 5b, did the organization file Form 8886-T? . . . | 5c | | | |
| 6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? . . . | 6a | Yes | | |
| b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . | 6b | Yes | | |
| 7 Organizations that may receive deductible contributions under section 170(c). | 7a | | | |
| a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? . . . | 7b | | | |
| b If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . | 7c | | | |
| c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . | 7d | | | |
| d If "Yes," indicate the number of Forms 8282 filed during the year . . . | 7e | | | |
| e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? . . . | 7f | | | |
| f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . | 7g | | | |
| g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? . . . | 7h | | | |
| h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? . . . | | | | |
| 8 Sponsoring organizations maintaining donor advised funds. | 8 | | | |
| Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? . . . | 9a | | | |
| b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . . | 9b | | | |
| 10 Section 501(c)(7) organizations. Enter | 10a | | | |
| a Initiation fees and capital contributions included on Part VIII, line 12 . . . | 10b | | | |
| b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities | | | | |
| 11 Section 501(c)(12) organizations. Enter | 11a | | | |
| a Gross income from members or shareholders . . . | 11b | | | |
| b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) . . . | | | | |
| 12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? . . . | 12a | | | |
| b If "Yes," enter the amount of tax-exempt interest received or accrued during the year | 12b | | | |
| 13 Section 501(c)(29) qualified nonprofit health insurance issuers. | 13a | | | |
| a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O | 13b | | | |
| b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans . . . | 13c | | | |
| 14a Did the organization receive any payments for indoor tanning services during the tax year? . . . | 14a | No | | |
| b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i> . . . | 14b | | | |

Part VI Governance, Management, and Disclosure

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

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

Section A. Governing Body and Management

| | | Yes | No |
|--|-----------|-----|----|
| 1a Enter the number of voting members of the governing body at the end of the tax year | 1a | 28 | |
| If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O | | | |
| 1b Enter the number of voting members included in line 1a, above, who are independent | 1b | 28 | |
| 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? | 2 | Yes | |
| 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? | 3 | | No |
| 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? | 4 | | No |
| 5 Did the organization become aware during the year of a significant diversion of the organization's assets? | 5 | | No |
| 6 Did the organization have members or stockholders? | 6 | Yes | |
| 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? | 7a | Yes | |
| b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? | 7b | | No |
| 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following | | | |
| a The governing body? | 8a | Yes | |
| b Each committee with authority to act on behalf of the governing body? | 8b | Yes | |
| 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O | 9 | | No |

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

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

Section C. Disclosure

| | |
|---|----|
| 17 List the States with which a copy of this Form 990 is required to be filed | AZ |
| 18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you made these available. Check all that apply | |
| <input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> Other (explain in Schedule O) | |
| 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year | |
| 20 State the name, address, and telephone number of the person who possesses the organization's books and records | |
| PAM DUNCAN 3497 N CAMPBELL AVE SUITE 703 TUCSON, AZ 85719 (520) 327-7619 | |

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

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

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

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

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

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

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

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

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

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

Section B. Independent Contractors

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

Part VIII Statement of Revenue

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

**Contributions, Gifts, Grants
and Other Similar Amounts**

| | | (A) Total revenue | (B) Related or exempt function revenue | (C) Unrelated business revenue | (D) Revenue excluded from tax under sections 512-514 |
|-----------|---|----------------------|--|---|---|
| 1a | Federated campaigns . . . | 1a | | | |
| b | Membership dues . . . | 1b | | | |
| c | Fundraising events . . . | 1c | | | |
| d | Related organizations . . . | 1d | | | |
| e | Government grants (contributions) | 1e | | | |
| f | All other contributions, gifts, grants, and similar amounts not included above | 1f | 39,828 | | |
| g | Noncash contributions included in lines 1a-1f \$ | | | | |
| h | Total. Add lines 1a-1f . . . | | 39,828 | | |

Program Service Revenue

| | | | | | |
|-----------|-------------------------------------|---------------|----------------|---------|---------|
| | | Business Code | | | |
| 2a | MEMBERSHIP DUES | | 541900 | 929,677 | 929,677 |
| b | | | | | |
| c | | | | | |
| d | | | | | |
| e | | | | | |
| f | All other program service revenue | | | | |
| g | Total. Add lines 2a-2f . . . | | 929,677 | | |

Other Revenue

| | | | | | |
|------------|--|----------------|----------------|----------------|---------|
| | | | | | |
| 3 | Investment income (including dividends, interest, and other similar amounts) . . . | | 2,473 | | 2,473 |
| 4 | Income from investment of tax-exempt bond proceeds | | | | |
| 5 | Royalties . . . | | | | |
| 6a | Gross rents | (i) Real | (ii) Personal | | |
| b | Less rental expenses | | | | |
| c | Rental income or (loss) | | | | |
| d | Net rental income or (loss) . . . | | | | |
| 7a | Gross amount from sales of assets other than inventory | (i) Securities | (ii) Other | | |
| b | Less cost or other basis and sales expenses | | | | |
| c | Gain or (loss) | | | | |
| d | Net gain or (loss) . . . | | | | |
| 8a | Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 . . . | a | | | |
| b | Less direct expenses . . . | b | | | |
| c | Net income or (loss) from fundraising events . . . | | | | |
| 9a | Gross income from gaming activities See Part IV, line 19 . . . | a | | | |
| b | Less direct expenses . . . | b | | | |
| c | Net income or (loss) from gaming activities . . . | | | | |
| 10a | Gross sales of inventory, less returns and allowances . . . | a | | | |
| b | Less cost of goods sold . . . | b | | | |
| c | Net income or (loss) from sales of inventory . . . | | | | |
| | Miscellaneous Revenue | Business Code | | | |
| 11a | | | | | |
| b | | | | | |
| c | | | | | |
| d | All other revenue . . . | | | | |
| e | Total. Add lines 11a-11d . . . | | 971,978 | 929,677 | 0 2,473 |
| 12 | Total revenue. See Instructions . . . | | | | |

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns All other organizations must complete column (A)

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

| Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII. | (A) Total expenses | (B) Program service expenses | (C) Management and general expenses | (D) Fundraising expenses |
|--|------------------------------|--|---|------------------------------------|
| 1 Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21 | 227,012 | | | |
| 2 Grants and other assistance to domestic individuals See Part IV, line 22 | 2,943 | | | |
| 3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16 | | | | |
| 4 Benefits paid to or for members | | | | |
| 5 Compensation of current officers, directors, trustees, and key employees | 287,500 | | | |
| 6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) | | | | |
| 7 Other salaries and wages | 62,400 | | | |
| 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) | | | | |
| 9 Other employee benefits | 350 | | | |
| 10 Payroll taxes | 21,840 | | | |
| 11 Fees for services (non-employees) | | | | |
| a Management | | | | |
| b Legal | | | | |
| c Accounting | 5,450 | | | |
| d Lobbying | | | | |
| e Professional fundraising services See Part IV, line 17 | | | | |
| f Investment management fees | | | | |
| g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O) | 228,820 | | | |
| 12 Advertising and promotion | 650 | | | |
| 13 Office expenses | 18,049 | | | |
| 14 Information technology | 25,836 | | | |
| 15 Royalties | | | | |
| 16 Occupancy | 47,480 | | | |
| 17 Travel | 4,467 | | | |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials | | | | |
| 19 Conferences, conventions, and meetings | 77,485 | | | |
| 20 Interest | | | | |
| 21 Payments to affiliates | | | | |
| 22 Depreciation, depletion, and amortization | 19,274 | | | |
| 23 Insurance | 2,709 | | | |
| 24 Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O) | | | | |
| a DUES AND SUBSCRIPTIONS | 4,321 | | | |
| b MISCELLANEOUS | 1,570 | | | |
| c PROXY TAX | 147 | | | |
| d | | | | |
| e All other expenses | | | | |
| 25 Total functional expenses. Add lines 1 through 24e | 1,038,303 | | | |
| 26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here <input checked="" type="checkbox"/> if following SOP 98-2 (ASC 958-720) | | | | |

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part X

| | | (A) Beginning of year | (B) End of year |
|-----------------------------|--|---------------------------------|---------------------------|
| Assets | 1 Cash—non-interest-bearing | 1 | |
| | 2 Savings and temporary cash investments | 633,717 | 2 |
| | 3 Pledges and grants receivable, net | | 3 |
| | 4 Accounts receivable, net | 713,425 | 4 |
| | 5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L | | 655,062 |
| | | | 5 |
| | 6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L | | |
| | 7 Notes and loans receivable, net | | 6 |
| | 8 Inventories for sale or use | | 7 |
| | 9 Prepaid expenses and deferred charges | | 8 |
| | 10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D | 10a | 107,826 |
| | b Less accumulated depreciation | 10b | 54,919 |
| | | | 57,753 |
| | | | 10c |
| | | | 52,907 |
| Liabilities | 11 Investments—publicly traded securities | | 11 |
| | 12 Investments—other securities See Part IV, line 11 | | 12 |
| | 13 Investments—program-related See Part IV, line 11 | | 13 |
| | 14 Intangible assets | | 14 |
| | 15 Other assets See Part IV, line 11 | | 3,755 |
| | 16 Total assets. Add lines 1 through 15 (must equal line 34) | | 1,418,310 |
| | | | 16 |
| | | | 1,389,177 |
| | 17 Accounts payable and accrued expenses | | 10,000 |
| | 18 Grants payable | | 17 |
| Net Assets or Fund Balances | 19 Deferred revenue | | 12,192 |
| | 20 Tax-exempt bond liabilities | | 18 |
| | 21 Escrow or custodial account liability Complete Part IV of Schedule D | | 806,250 |
| | 22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L | | 19 |
| | 23 Secured mortgages and notes payable to unrelated third parties | | 841,250 |
| | 24 Unsecured notes and loans payable to unrelated third parties | | 20 |
| | 25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D | | 21 |
| | | | 22 |
| | | | 23 |
| | 26 Total liabilities. Add lines 17 through 25 | | 24 |
| | | | 25 |
| | | | 816,250 |
| | | | 26 |
| | | | 853,442 |
| Net Assets or Fund Balances | Organizations that follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. | | |
| | 27 Unrestricted net assets | | 27 |
| | 28 Temporarily restricted net assets | | 28 |
| | 29 Permanently restricted net assets | | 29 |
| | Organizations that do not follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 30 through 34. | | |
| | 30 Capital stock or trust principal, or current funds | 0 | 30 |
| | 31 Paid-in or capital surplus, or land, building or equipment fund | 0 | 31 |
| | 32 Retained earnings, endowment, accumulated income, or other funds | 602,060 | 32 |
| | 33 Total net assets or fund balances | 602,060 | 33 |
| | | | 535,735 |
| | 34 Total liabilities and net assets/fund balances | | 1,418,310 |
| | | | 34 |
| | | | 1,389,177 |

Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response or note to any line in this Part XI

| | | | |
|----|---|----|-----------|
| 1 | Total revenue (must equal Part VIII, column (A), line 12) | 1 | 971,978 |
| 2 | Total expenses (must equal Part IX, column (A), line 25) | 2 | 1,038,303 |
| 3 | Revenue less expenses Subtract line 2 from line 1 | 3 | -66,325 |
| 4 | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) | 4 | 602,060 |
| 5 | Net unrealized gains (losses) on investments | 5 | |
| 6 | Donated services and use of facilities | 6 | |
| 7 | Investment expenses | 7 | |
| 8 | Prior period adjustments | 8 | |
| 9 | Other changes in net assets or fund balances (explain in Schedule O) | 9 | 0 |
| 10 | Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B)) | 10 | 535,735 |

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII

| | | Yes | No |
|----|--|-----|----|
| 1 | Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O | | |
| 2a | Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis | 2a | No |
| 2b | Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis | 2b | No |
| 2c | If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O | 2c | |
| 3a | As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? | 3a | No |
| 3b | If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits | 3b | |

Additional Data

Software ID:
Software Version:
EIN: 86-0879845
Name: SOUTHERN ARIZONA LEADERSHIP COUNCIL INC

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

| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations | |
|------------------------------|---|--|-----------------------|--------------------------|---------|-----------------|---|--|---|---|
| | | Or director | Individual trustee | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | |
| LARRY ALDRICH DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| BONNIE ALLIN DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| HANK AMOS DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| MARA ASPINALL DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| PAUL AUGUST DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| BRUCE BEACH DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| PAUL BONAVIA DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| DON BOURN DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| MEL COHEN DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| BRUCE DUSENBERRY DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| JESSICA GALOW DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| HARRY GEORGE DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| GUY GUNTHER DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| MIKE HAMMOND DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| ROSEY KOBERLEIN DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| STEVE LYNN DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| TOM MCGOVERN DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| DONALD PITTS DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| ROBERT RAMIREZ DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| MANUEL RAMOS DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| JUDY RICH DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| SI SCHORR DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| SARAH SMALLHOUSE DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| ANN WEAVER HART DIRECTOR | 2 00 | | X | | | | | | 0 | 0 |
| LISA LOVALLO CHAIR | 4 00 | | X | | X | | | | 0 | 0 |

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

SCHEDULE C
(Form 990 or 990-EZ)**Political Campaign and Lobbying Activities****2015****Open to Public
Inspection****For Organizations Exempt From Income Tax Under section 501(c) and section 527**

►Complete if the organization is described below. ►Attach to Form 990 or Form 990-EZ.
 ►Information about Schedule C (Form 990 or 990-EZ) and its instructions is at
www.irs.gov/form990.

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

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

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

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

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

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

| | |
|--|--|
| Name of the organization SOUTHERN ARIZONA LEADERSHIP COUNCIL INC | Employer identification number 86-0879845 |
|--|--|

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

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV
- 2 Political expenditures ► \$ _____
- 3 Volunteer hours _____

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

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

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

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

| (a) Name | (b) Address | (c) EIN | (d) Amount paid from filing organization's funds If none, enter -0- | (e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0- |
|----------|-------------|---------|---|--|
| 2 | | | | |
| 3 | | | | |
| 4 | | | | |
| 5 | | | | |
| 6 | | | | |

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

A Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)

B Check if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures
(The term "expenditures" means amounts paid or incurred.)

| | (a) Filing organization's totals | (b) Affiliated group totals |
|--|---|------------------------------------|
|--|---|------------------------------------|

1a Total lobbying expenditures to influence public opinion (grass roots lobbying)

| | | |
|--|--|--|
| | | |
|--|--|--|

b Total lobbying expenditures to influence a legislative body (direct lobbying)

| | | |
|--|--|--|
| | | |
|--|--|--|

c Total lobbying expenditures (add lines 1a and 1b)

| | | |
|--|--|--|
| | | |
|--|--|--|

d Other exempt purpose expenditures

| | | |
|--|--|--|
| | | |
|--|--|--|

e Total exempt purpose expenditures (add lines 1c and 1d)

| | | |
|--|--|--|
| | | |
|--|--|--|

f Lobbying nontaxable amount Enter the amount from the following table in both columns

| If the amount on line 1e, column (a) or (b) is: | The lobbying nontaxable amount is: |
|---|---|
| Not over \$500,000 | 20% of the amount on line 1e |
| Over \$500,000 but not over \$1,000,000 | \$100,000 plus 15% of the excess over \$500,000 |
| Over \$1,000,000 but not over \$1,500,000 | \$175,000 plus 10% of the excess over \$1,000,000 |
| Over \$1,500,000 but not over \$17,000,000 | \$225,000 plus 5% of the excess over \$1,500,000 |
| Over \$17,000,000 | \$1,000,000 |

g Grassroots nontaxable amount (enter 25% of line 1f)

| | | |
|--|--|--|
| | | |
|--|--|--|

h Subtract line 1g from line 1a If zero or less, enter -0-

| | | |
|--|--|--|
| | | |
|--|--|--|

i Subtract line 1ff from line 1c If zero or less, enter -0-

| | | |
|--|--|--|
| | | |
|--|--|--|

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?

Yes No

4-Year Averaging Period Under section 501(h)

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

Lobbying Expenditures During 4-Year Averaging Period

| Calendar year (or fiscal year beginning in) | (a) 2012 | (b) 2013 | (c) 2014 | (d) 2015 | (e) Total |
|---|----------|----------|----------|----------|-----------|
|---|----------|----------|----------|----------|-----------|

2a Lobbying nontaxable amount

| | | |
|--|--|--|
| | | |
|--|--|--|

b Lobbying ceiling amount
(150% of line 2a, column(e))

| | | |
|--|--|--|
| | | |
|--|--|--|

c Total lobbying expenditures

| | | |
|--|--|--|
| | | |
|--|--|--|

d Grassroots nontaxable amount

| | | |
|--|--|--|
| | | |
|--|--|--|

e Grassroots ceiling amount
(150% of line 2d, column (e))

| | | |
|--|--|--|
| | | |
|--|--|--|

f Grassroots lobbying expenditures

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

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

1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of

a Volunteers?

b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?

c Media advertisements?

d Mailings to members, legislators, or the public?

e Publications, or published or broadcast statements?

f Grants to other organizations for lobbying purposes?

g Direct contact with legislators, their staffs, government officials, or a legislative body?

h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?

i Other activities?

j Total Add lines 1c through 1i

2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?

b If "Yes," enter the amount of any tax incurred under section 4912

c If "Yes," enter the amount of any tax incurred by organization managers under section 4912

d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?

| | (a) | | (b) | |
|----|-----|----|--------|--|
| | Yes | No | Amount | |
| 1 | | | | |
| 2a | | | | |
| b | | | | |
| c | | | | |
| d | | | | |
| j | | | | |
| 2a | | | | |
| b | | | | |
| c | | | | |
| d | | | | |

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

1 Were substantially all (90% or more) dues received nondeductible by members?

2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?

3 Did the organization agree to carry over lobbying and political expenditures from the prior year?

| | Yes | No |
|---|-----|----|
| 1 | | |
| 2 | | |
| 3 | | |

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

| | | | |
|---|--|----|---------|
| 1 | Dues, assessments and similar amounts from members | 1 | 929,677 |
| 2 | Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). | 2a | 171,684 |
| a | Current year | 2b | |
| b | Carryover from last year | 2c | 171,684 |
| c | Total | 3 | 39,300 |
| 3 | Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues | 4 | 132,384 |
| 4 | If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year? | 5 | |
| 5 | Taxable amount of lobbying and political expenditures (see instructions) | | |

Part IV Supplemental Information

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

| Return Reference | Explanation |
|------------------|-------------|
| | |

2015

Open to Public
Inspection**SCHEDULE D**
(Form 990)**Supplemental Financial Statements**

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

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.Department of the Treasury
Internal Revenue Service**Name of the organization**
SOUTHERN ARIZONA LEADERSHIP
COUNCIL INC**Employer identification number**
86-0879845**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.**

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

| | (a) Donor advised funds | (b) Funds and other accounts |
|---|-------------------------|------------------------------|
| 1 Total number at end of year | | |
| 2 Aggregate value of contributions to (during year) | | |
| 3 Aggregate value of grants from (during year) | | |
| 4 Aggregate value at end of year | | |

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Yes No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Yes No

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

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

Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

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

| | Held at the End of the Year |
|----|-----------------------------|
| 2a | |
| 2b | |
| 2c | |
| 2d | |

a Total number of conservation easements

b Total acreage restricted by conservation easements

c Number of conservation easements on a certified historic structure included in (a)

d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ► _____

4 Number of states where property subject to conservation easement is located ► _____

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

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
► _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
► \$ _____

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

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

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

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

(i) Revenue included on Form 990, Part VIII, line 1 ► \$ _____

(ii) Assets included in Form 990, Part X ► \$ _____

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

a Revenue included on Form 990, Part VIII, line 1 ► \$ _____

b Assets included in Form 990, Part X ► \$ _____

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

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

| | |
|---|---|
| a <input type="checkbox"/> Public exhibition | d <input type="checkbox"/> Loan or exchange programs |
| b <input type="checkbox"/> Scholarly research | e <input type="checkbox"/> Other |
| c <input type="checkbox"/> Preservation for future generations | |

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

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No

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

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

| Amount | |
|-----------|--|
| 1c | |
| 1d | |
| 1e | |
| 1f | |

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No

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

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

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

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

a Board designated or quasi-endowment

b Permanent endowment

c Temporarily restricted endowment

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

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

(i) unrelated organizations

(ii) related organizations

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

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

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

Part VI Land, Buildings, and Equipment.

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

| | Description of property | (a) Cost or other basis (investment) | (b) | (c) Accumulated depreciation | (d) Book value |
|--|-------------------------|---|--------------------------------|---------------------------------|----------------|
| | | | Cost or other basis (other) | | |
| 1a Land | | | | | |
| b Buildings | | | | | |
| c Leasehold improvements | | | 2,237 | 1,360 | 877 |
| d Equipment | | | 62,589 | 38,226 | 24,363 |
| e Other | | | 43,000 | 15,333 | 27,667 |
| Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c). | | | | | 52,907 |

Part VII Investments—Other Securities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

Total. (Column (b) must equal Form 990, Part X, col (B) line 12.)

Part VIII Investments—Program Related

Investments—Program Related: Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

Total. (Column (b) must equal Form 990, Part X, col (B) line 13.)

Part IX Other Assets. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

| (a) Description | (b) Book value |
|------------------------|-----------------------|
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Total (Column (b) must equal Form 990, Part X, col (B) line 15.)

Part X Other Liabilities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f.
See Form 990, Part X, line 25.

| 1. | (a) Description of liability | (b) Book value |
|----|------------------------------|----------------|
| | <u>Federal income taxes</u> | |
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Total. (Column (b) must equal Form 990, Part X, col (B) line 25.)

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

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

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

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

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

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

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

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information

| Return Reference | Explanation |
|------------------|-------------|
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Part XIII **Supplemental Information (continued)**

| Return Reference | Explanation |
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**Schedule I
(Form 990)**

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

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

► **Attach to Form 990.**

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

Open to Public Inspection

Open to Public Inspection

Department of the
Treasury
Internal Revenue Service

Name of the organization

SOUTHERN ARIZONA LEADERSHIP COUNCIL INC

Employer identification number

86-0879845

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No

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

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

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22

Part III can be duplicated if additional space is needed

| (a) Type of grant or assistance | (b) Number of recipients | (c) Amount of cash grant | (d) Amount of non-cash assistance | (e) Method of valuation (book, FMV, appraisal, other) | (f) Description of non-cash assistance |
|---------------------------------|--------------------------|--------------------------|-----------------------------------|---|--|
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Part IV Supplemental Information. Provide the information required in Part I, line 2, Part III, column (b), and any other additional information.

| Return Reference | Explanation |
|------------------|---|
| PART I, LINE 2 | SALC DOES NOT MAKE GRANTS IT MAY, FROM TIME TO TIME, MAKE CONTRIBUTIONS TO OTHER ORGANIZATIONS. ORGANIZATIONS ELIGIBLE TO RECEIVE CONTRIBUTIONS HAVE PURPOSES OR PROGRAMS THAT ACCOMPLISH SALC'S MISSION OF ENHANCING THE REGION'S QUALITY OF LIFE AND ECONOMIC CLIMATE |

Schedule J
(Form 990)**Compensation Information**

OMB No 1545-0047

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

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

► Attach to Form 990.

► Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.**2015****Open to Public Inspection**Department of the Treasury
Internal Revenue Service

Name of the organization

SOUTHERN ARIZONA LEADERSHIP
COUNCIL INC

Employer identification number

86-0879845

Part I Questions Regarding Compensation

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

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

b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

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

3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III

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

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

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

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

Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

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

a The organization?

b Any related organization?

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

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

a The organization?

b Any related organization?

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

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

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

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

| Yes | No |
|-----------|----|
| | |
| 1b | |
| 2 | |
| | |
| | |
| 4a | No |
| 4b | No |
| 4c | No |
| | |
| | |
| 5a | |
| 5b | |
| | |
| | |
| 6a | |
| 6b | |
| | |
| | |
| 7 | |
| | |
| 8 | |
| 9 | |

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

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

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

| (A) Name and Title | (B) Breakdown of W-2 and/or 1099-MISC compensation | | | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation in column(B) reported as deferred on prior Form 990 |
|-----------------------------------|--|-------------------------------------|-------------------------------------|--|-------------------------|---------------------------------|--|
| | (i) Base compensation | (ii) Bonus & incentive compensation | (iii) Other reportable compensation | | | | |
| 1 RON SHOOPMAN PRESIDENT & CEO | (i) 190,000 | 10,000 | 0 | 0 | 0 | 200,000 | 0 |
| | (ii) 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

| Return Reference | Explanation |
|------------------|----------------------------|
| | Schedule J (Form 990) 2015 |

Supplemental Information to Form 990 or 990-EZ**2015****Open to Public
Inspection****Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.****► Attach to Form 990 or 990-EZ.****► Information about Schedule O (Form 990 or 990-EZ) and its instructions is at
www.irs.gov/form990.**Department of the Treasury
Internal Revenue ServiceName of the organization
SOUTHERN ARIZONA LEADERSHIP
COUNCIL INC

Employer identification number

86-0879845

| Return Reference | Explanation |
|---|--|
| FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE | <p>SALC WELCOMED 16 NEW MEMBERS IN 2015 *****ACTIONS OF THE SALC BOARD OF DIRECTORS, EXECUTIVE COMMITTEE AND STRATEGIC INITIATIVES COMMITTEE***** *TUCSON CHARTER CHANGE AND MAP DASHBOARD* OVER 70% OF SALC MEMBERS PARTICIPATED IN A VOLUNTARY DUES ASSESSMENT INITIATIVE FUNDS RAISED SECURED FUNDING FOR THE MAP DASHBOARD PROJECT THROUGH ALL OF 2016 AND IT PROVIDED THE RESOURCES NEEDED TO PASS THE TUCSON CHARTER CHANGE PROPOSITIONS SALC NOW FOCUSES ON 2016 WITH WORK ALREADY UNDERWAY ON THE NEXT ROUND OF CHANGES *MAP DASHBOARD METRICS CRITICAL TO BUSINESS AND POLICY DEVELOPMENT* THE MAP DASHBOARD WEBSITE PRESENTS DATA THAT WILL MEASURE PROGRESS AND INSPIRE ACTION THE 36 INDICATORS COMPARING OUR REGION WITH 11 OTHER AREAS IS APPROACHING ITS FIRST ANNIVERSARY INDICATORS ARE BEING UPDATED REGULARLY AND THE MAP "SPECIAL FEATURES" HAVE PROVEN TO BE VERY PERSUASIVE THIS IS A COLLABORATIVE EFFORT WITH THE MAP DASHBOARD TEAM AT THE ELLER ECONOMIC AND BUSINESS RESEARCH CENTER AND OUR PARTNERS AT THE COMMUNITY FOUNDATION FOR SOUTHERN ARIZONA *SALC COMMUNICATIONS PLAN IS A COMMUNITY OUTREACH TOOL* SALC WENT THROUGH A SIGNIFICANT REBRANDING PROCESS ADDING A CONTEMPORARY LOGO AND A TOTAL WEBSITE REDesign SALC'S BOARD OF DIRECTORS ALSO ADOPTED A LONG-TERM COMMUNICATIONS PLAN THE OBJECTIVE IS TO EDUCATE THE COMMUNITY ABOUT SALC, THE PROJECTS WE LEAD AND TO ENGAGE AREA RESIDENTS WITH SURVEYS AND TO SHARE INFORMATION SUCH AS THE FACTS ON THE MAP DASHBOARD IN AN EFFORT TO ENCOURAGE THEM TO JOIN US IN OUR COMMUNITY EFFORTS *SOUTHERN ARIZONA DEFENSE ALLIANCE* THE SOUTHERN ARIZONA DEFENSE ALLIANCE (SADA), A KEY SALC INITIATIVE, SUPPORTS THE MILITARY INSTALLATIONS IN SOUTHERN ARIZONA BY BECOMING THE OUTREACH AND ENGAGEMENT VEHICLE FOR SOUTHERN ARIZONA THE TUCSON BUSINESS ALLIANCE (TBA) JOINED FORCES TO FUND AND LEAD THE EFFORT SADA AND ITS TBA MEMBERS HAVE BEEN TO WASHINGTON DC 6 TIMES IN THE LAST 18 MONTHS, INCLUDING A TRIP BY SALC LAST SPRING SADA IS SUPPORTED AT THE HIGHEST LEVELS IN ARIZONA GOVERNOR DUCEY AND HIS TEAM ARE FULLY ENGAGED AND SUPPORTIVE OF SADA AND ITS MISSION STRONG PUBLIC EDUCATION CAMPAIGN, WHICH CONTINUES TO GAIN PUBLICITY THROUGH MEDIA OUTLETS ACROSS SOUTHERN ARIZONA *SALC PIMA COMMUNITY COLLEGE (PCC) ACTION TEAM NOTES PROGRESS* THE SALC PCC ACTION TEAM CONTINUED ITS ENGAGEMENT WITH PCC KEEPING THE PRESSURE TO STEP DOWN ON THE FOUR BOARD MEMBERS SERVING WHEN THE HIGHER LEARNING COMMISSION PLACED THE COLLEGE ON PROBATION ENTERING 2016 ONLY ONE OF THE FOUR BOARD MEMBERS REMAINS *DOWNTOWN REDEVELOPMENT* SALC MEMBER EDMUND MARQUEZ WAS APPOINTED BY GOVERNOR DUCEY TO THE RIO NUEVO BOARD OF DIRECTORS EDMUND JOINS SEVERAL OTHER SALC MEMBERS SERVING ON THE BOARD *SALC LEADERSHIP DEVELOPMENT PROGRAMS MAKING A DIFFERENCE* TUCSON YOUNG PROFESSIONALS (TYP) & THE FLINN BROWN FELLOWS CONTINUE AS SALC'S PREMIER LEADERSHIP DEVELOPMENT PROGRAMS THE SALC BOARD VOTED TO CREATE A PERMANENT SEAT ON THE SALC BOARD FOR THE PRESIDENT OF TYP THERE ARE NOW NEARLY 200 FLINN BROWN FELLOWS IN ARIZONA, MANY FROM SOUTHERN ARIZONA WHO HAVE ENJOYED A ONE YEAR ASSOCIATE MEMBERSHIP IN SALC MANY OF THESE LEADERS ARE NOW SERVING IN ARIZONA GOVERNMENT INCLUDING THE STATE LEGISLATURE ALL HAVE BENEFITED FROM GETTING TO KNOW THE BUSINESS LEADERS OF SALC AND HAVE GAINED A MUCH DEEPER UNDERSTANDING OF THE ISSUES IMPORTANT TO BUSINESS *TUCSON VALUES TEACHERS* SALC REMAINS FULLY COMMITTED TO OUR CLOSE PARTNERSHIP WITH TUCSON VALUES TEACHERS (TVT), WHO WELCOMED MARIAN SALZMAN AS ITS NEW EXECUTIVE CHAIR MARIAN'S IMPACT WAS SWIFT AND IMPRESSIVE AS SHE WORKED TO BUILD A NEW TVT BOARD AND FORM A NEW LEADERSHIP COUNCIL OF MAJOR FUNDERS WANTING TO HELP IT REACH ITS GOALS SEVERAL SALC MEMBERS AND STAFF SERVE ON THE BOARD TVT'S TEACHER DISCOUNT CARD IS NOW A GIFT CARD THAT ALLOWS TEACHERS TO PURCHASE WHAT THEY NEED WHILE CLEARLY ESTABLISHING THE SOURCE OF THE GIFT THEY RECEIVED TVT'S SIGNATURE TEACHERS IN INDUSTRY PROGRAM, RUN IN PARTNERSHIP WITH THE UA COLLEGE OF EDUCATION, PROVIDES K-12 TEACHERS WITH REAL WORLD EXPERIENCE WORKING IN INDUSTRY AND THE TEACHERS EARN A MASTER'S DEGREE TO ENSURE THEY RETURN TO THEIR CLASSROOM WITH NEW SKILLS AND A BETTER UNDERSTANDING OF THE NEEDS OF BUSINESS AND INDUSTRY THE TREMENDOUS ROI OF THIS PROGRAM PROMPTED THE THOMAS R BROWN FAMILY FOUNDATIONS TO INVEST \$250,000 ARMED WITH SURVEY RESULTS FROM 6,163 TEACHERS IN ARIZONA SCHOOLS, AND A COMMUNITY SURVEY OF 442 CURRENT RESIDENTS OF THE TUCSON AREA, TVT WORKED WITH RAYTHEON AND SALC, PREPARING TO HOST MAJOR EDUCATION SUMMIT AT THE TUCSON CONVENTION CENTER IN EARLY 2016 GOVERNOR DOUG DUCEY HIGHLIGHTED SALC'S MARCH MEMBERSHIP MEETING, IN AN INTERACTIVE DISCUSSION WITH MEMBERS THE GOVERNOR OUTLINED HIS PLAN FOR IMPROVING THE STATE'S ECONOMY AND SHARED HIS THOUGHTS ON ISSUES IMPORTANT TO SALC SALC PLEDGED TO HELP THE GOVERNOR ESTABLISH A STRATEGIC PLAN FOR THE STATE *****SCIENCE & INNOVATION FOCUS AREA ***** 2015 WAS A HIGHLY ACTIVE YEAR AS SALC TOOK LEADERSHIP ROLES ON PROJECTS DESIGNED TO GROW ARIZONA'S INNOVATION ECONOMY WITH PARTICULAR EMPHASIS ON GROWING ARIZONA'S BIOSCIENCE INDUSTRY FLINN FOUNDATION IS A KEY PARTNER THEIR SUPPORT IN 2015 INCLUDED A \$10,000 GRANT TO HELP FUND THE ADDITIONAL STAFF TIME NEEDED BY SALC TO SUPPORT THE MULTIPLE PROJECTS UNDERWAY THE ARIZONA BIOSCIENCE ROADMAP STEERING COMMITTEE DRIVES THE FLINN ARIZONA BIOSCIENCE ROADMAP LUNCHEONS IN THE STATE'S THREE MAJOR REGIONS ROADMAP STEERING COMMITTEE VICE CHAIR AND SALC PRESIDENT & CEO, RON SHOOPMAN, ENGAGES WITH GROUPS STATEWIDE IN PURSUIT OF THE ROADMAP GOALS MANY SALC MEMBERS PARTICIPATE ON THE STEERING COMMITTEE *ARIZONA BIOSCIENCE BOARD* THE ARIZONA BIOSCIENCE BOARD (ABB) IS LED BY CO-CHAIRS MARA ASPINALL AND RON SHOOPMAN THE BOARD PRODUCED A HIGHLY IMPACTFUL REPORT ON THE AVAILABILITY OF RISK CAPITAL IN ARIZONA THE REPORT WAS HELD IN DRAFT STATUS OVER A 4 MONTH PERIOD TO ENSURE INPUT FROM ACROSS THE STATE AFTER PERSONALLY PRESENTING THE STUDY'S FINDINGS AND RECOMMENDATIONS TO GOVERNOR DUCEY, THE ARIZONA COMMERCE AUTHORITY EMBRACED THE SALC LED COMPREHENSIVE RISK CAPITAL REPORT AS THEIR STRATEGIC PLAN FOR RISK CAPITAL IN ARIZONA *BIOSCIENCES LEADERSHIP COUNCIL OF SOUTHERN ARIZONA* THE BIOSCIENCES LEADERSHIP COUNCIL OF SOUTHERN ARIZONA (BLCSA) IS LED BY SALC MEMBER DAVID ALLEN, TECH LAUNCH ARIZONA, WITH HELP FROM DAVID HARRIS, AZ HEALTH SCIENCES BIOREPOSITORY AND ADICYTE BLCSA FURTHERED ITS MISSION BY DRIVING ACTION ON THE ARIZONA BIOSCIENCE ROADMAP IN SOUTHERN ARIZONA THE BLCSA PROJECT IS AN SALC PARTNERSHIP WITH SUN CORRIDOR, INC AND THE FLINN FOUNDATION *FEDERAL ENGAGEMENT YIELDS RESULTS ON CMS REIMBURSEMENT CODES* SALC PLAYED A SMALL BUT IMPORTANT ROLE USING ITS INFLUENCE TO ENCOURAGE CMS TO IMPROVE REIMBURSABLE CODES THAT BECAME SERIOUS OBSTACLES TO BIOSCIENCE COMPANIES AT SALC'S REQUEST, SENATORS MCCAIN AND FLAKE SUBMITTED LETTERS TO CMS ENCOURAGING THEM TO TAKE ACTION WHILE THE PROBLEM IS NOT FULLY RESOLVED, MEASURABLE PROGRESS HAS BEEN ACHIEVED *****P-20 FOCUS AREA ***** *TUSD* SALC SUPPORTS TUCSON'S LARGEST SCHOOL DISTRICT WITH A DEDICATED ADVISORY GROUP OF MEMBERS WHO WORK CLOSELY WITH THE TUCSON UNIFIED SCHOOL DISTRICT SUPERINTENDENT PROVIDING ADVICE AND COUNCIL ON IMPORTANT ISSUES FACING THE DISTRICT *EDUCATION PARTNERSHIPS* SALC MAINTAINED A STATEWIDE PRESENCE IN EDUCATION EFFORTS FROM OUR CLOSE WORKING RELATIONSHIP WITH TUCSON VALUES TEACHERS TO OUR PARTICIPATION ON THE BOARDS OF EXPECT MORE ARIZONA AND THE ARIZONA BUSINESS AND EDUCATION COALITION (ABEC) *LEGISLATIVE ENGAGEMENT* THE YEAR'S LEGISLATURE FOCUSED ON DELIVERING A BALANCED BUDGET AND MANY OF THE CUTS TO DO SO CAME AT THE EXPENSE OF EDUCATION K-12, JTED AND THE UNIVERSITY SYSTEM ALL TOOK SIGNIFICANT CUTS THROUGH CONTINUED PERSEVERANCE AND HARD WORK, THIS FOCUS AREA TURNED SEVERAL POLICY GOALS IN A POSITIVE MANNER IN OCTOBER, SALC ENDORSED AN INITIATIVE LED BY GOVERNOR DUCEY TO INJECT SIGNIFICANT FUNDING INTO K-12 EDUCATION SALC CONTRACTED A RESEARCH PAPER ON JTED FUNDING AND WAS SUCCESSFUL IN CONVINCING LAWMAKERS TO REVERSE THEIR DECISION TO CUT FUNDING FOR JTED PROGRAMS BEGINNING IN 2017 *HIGHER EDUCATION* THE SALC BOARD ENDORSED THE NEW ARIZONA BOARD OF REGENTS STRATEGIC PLAN, ITS UNIQUE ENTERPRISE MODEL AND ITS COMMON SENSE PLAN CALLING ON THE STATE OF ARIZONA TO FUND 50% OF THE COST TO EDUCATE EACH ARIZONA IN STATE STUDENT</p> |

| Return Reference | Explanation |
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| FORM 990, PART III, LINE 4A | <p>*****GOVERNANCE FOCUS AREA***** SALC UNDERTOOK TWO MAJOR CAMPAIGNS IN 2015, LEADING THE TUCSON CHARTER CHANGE EFFORT AND SUPPORTING THE EFFORT TO REFER THE PIMA COUNTY BONDS TO THE BALLOT AND ASSIST IN THE CAMPAIGN *YES ON TUCSON CHARTER CHANGE* FORMER TUCSON MAYOR BOB WALKUP AGREED TO HEAD A TEAM OF FOUR COMMUNITY LEADERS AS CO-CHAIR OF THE CHARTER CHANGE CAMPAIGN SALC CELEBRATED THE OVERWHELMING VICTORY OF BOTH CHARTER CHANGE PROPOSITIONS *CITIZEN'S CLEAN ELECTIONS COMMISSION* CITIZEN'S CLEAN ELECTIONS COMMISSION PROPOSED RULE CHANGES WERE OPPOSED BY SALC AND ITS BUSINESS PARTNERS. ON AUGUST 20, SALC PUBLIC AFFAIRS REPRESENTATIVE JAIME MOLERA TESTIFIED AT THE CITIZEN'S CLEAN ELECTIONS COMMISSION (CCEC) MEETING ON BEHALF OF SALC, GPL AND NORTHERN ARIZONA LEADERSHIP ALLIANCE (FORMERLY FLAGSTAFF FORTY) AGAINST A PROPOSED RULE CHANGE WHICH ESSENTIALLY GIVES THE COMMISSION STANDING WITH CANDIDATES NOT RUNNING UNDER THE CURRENT CLEAN ELECTIONS JURISDICTION *****HEALTH CARE FOCUS AREA***** SALC'S WORK IN HEALTHCARE FOCUSED ON POSITIONING HEALTHCARE AS AN ECONOMIC DRIVER FOR OUR REGION, SUPPORTING IDEAS THAT WILL CONTROL THE RISE IN HEALTHCARE COSTS AND MONITORING THE GROWING GAPS IN THE HEALTHCARE WORKFORCE. THE LEADERSHIP ON HEALTHCARE IN SOUTHERN ARIZONA CHANGED RADICALLY IN 2015 SALC ACTIVELY SUPPORTED THE ACQUISITION OF UNIVERSITY MEDICAL CENTER BY BANNER HEALTH WELCOMING KATHY BOLLINGER AS A NEW MEMBER OF SALC SALC PARTICIPATED IN A NEW EFFORT TO FORM A HEALTHCARE SECTOR PARTNERSHIP LED BY MAYOR JONATHAN ROTHSCHILD SALC SUPPORTS EFFORTS FOR INDUSTRY TO COLLABORATE FULLY AT THE PRE-COMPETITIVE LEVEL *****INFRASTRUCTURE FOCUS AREA***** SALC'S INFRASTRUCTURE FOCUS AREA IS ONE OF THE MOST ACTIVE AND ENGAGED COMMITTEES WITHIN SALC THE INFRASTRUCTURE ISSUES BEING ADDRESSED SPAN THE REGION, THE STATE AND EVEN THE NATION EACH HAS THE POTENTIAL TO IMPACT TRADE AND COMMERCE BOTH NATIONALLY AND INTERNATIONALLY THE FOCUS AREA ADDRESSED ISSUES INCLUDING *ADOT BOARD* SALC MEMBER MIKE HAMMOND WAS APPOINTED BY GOVERNOR DUCEY TO THE STATE TRANSPORTATION BOARD REPLACING OUTGOING SALC MEMBER STEVE CHRISTY WHO HAD COMPLETED HIS SIX YEARS OF SERVICE MIKE CONTINUES A DECADE PLUS RUN OF SALC SERVICE ON THE ADOT BOARD THAT BEGAN WITH MEMBER SI SCHORR IN 2002 *NATIONAL TRANSPORTATION ACT* NATIONAL TRANSPORTATION ACT REAUTHORIZATION IS ONE OF SALC'S TOP PRIORITIES AT THE FEDERAL LEVEL SALC PUSHED FOR A 6 YEAR EXTENSION TO ALLOW FOR STRATEGIC PLANNING AND THE CONSTRUCTION OF MAJOR PROJECTS SALC MEMBERS TRAVELED TO WASHINGTON DC FOR MEETINGS ON A RANGE OF TRANSPORTATION ISSUES AND TO ENSURE ARIZONA PROJECTS ARE FULLY FUNDED IN ANY APPROVED PLAN OR REAUTHORIZATION *I-11 AND SR- 189* I-11 AND SR- 189 MAKE SIGNIFICANT PROGRESS AT STATE AND FEDERAL LEVEL WITH STRONG SUPPORT FROM SALC SR-189 MOVED FORWARD ON STATE'S 5-YEAR TRANSPORTATION PLAN SECURING FUNDING FOR THE CRITICALLY IMPORTANT TRADE CORRIDOR CONNECTING THE NEW HIGH CAPACITY MARIPOSA PORT OF ENTRY IN NOGALES TO INTERSTATE-19 RE-DESIGNATION OF I-11/INTERMOUNTAIN WEST CORRIDOR THAT INCLUDES SOUTHERN ARIZONA IS NOW PART OF BILLS WORKING THEIR WAY THROUGH BOTH HOUSES OF CONGRESS THE LEVEL 1 ENVIRONMENTAL IMPACT STUDY WHICH WILL NARROW THE SPECIFIC ROUTING TO A 2000' CORRIDOR NOW INCLUDES THE SOUTHERN ARIZONA SECTION OF THE PROJECT *AEROSPACE CORRIDOR AND THE SONORAN CORRIDOR* AEROSPACE CORRIDOR AND THE SONORAN CORRIDOR ARE CRITICAL FOR SALC REACHING ITS GOAL OF SUPPORTING RAYTHEON AND THE DEVELOPMENT OF AN AEROSPACE AND DEFENSE CLUSTER NEAR TUCSON INTERNATIONAL AIRPORT (TIA) SIGNIFICANT PROGRESS WAS MADE WHEN THE AEROSPACE PARKWAY BROKE GROUND SUPPORTING RAYTHEON AND TIA *TUCSON REGIONAL WATER COALITION* SALC IS A COLLABORATION LEADER ON WATER ISSUES, WORKING CLOSELY WITH REGIONAL AND STATEWIDE STAKEHOLDERS IN 2015 A UA INTERN WAS EMPLOYED TO GATHER DATA AND RESEARCH ON THE WATER-RELATED ISSUES IMPORTANT TO SALC AND THE BUSINESS COMMUNITY *BUSINESS PARTNERS FOR TRADE AND TRANSPORTATION* SALC AND LOCAL BUSINESS PARTNERS LED THE DISCUSSION TO IDENTIFY POSSIBLE FUNDING SOURCES FOR INFRASTRUCTURE IMPROVEMENT, INCLUDING CONSIDERATION OF A POSSIBLE INCREASE IN THE STATE GAS TAX OR A LOCAL SALES TAX *AIR SERVICE TASK FORCE* SALC ENDORSED AND PARTICIPATED IN THE EFFORT TO ADDRESS THE LACK OF NON-STOP AIRLINE SERVICE TO AND FROM TUCSON INTERNATIONAL AIRPORT THE TASK FORCE HAS RAISED SIGNIFICANT FUNDING COMMITMENTS AND IS TALKING WITH MAJOR AIRLINES ABOUT NEW NON-STOP SERVICE TO TIA *RED ROCK RAIL CLASSIFICATION YARD* SALC REMAINED ENGAGED WITH UNION PACIFIC AND THE STATE LAND DEPARTMENT PUSHING FOR THE DEVELOPMENT OF A UP SWITCHING YARD TO BE LOCATED EAST OF I-10 JUST SOUTH OF PICACHO PEAK *RTA BROADWAY BOULEVARD PROJECT* SALC WORKED TIREDLESSLY TO ENSURE TUCSON'S BROADWAY BOULEVARD PROJECT FINAL DESIGN REFLECTED THE WILL OF THE VOTERS WHO APPROVED THE PROJECT IN 2006 SALC LED THE OPPOSITION TO AN ATTEMPT TO THWART THE WILL OF THE VOTERS AND PRESERVE THE INTEGRITY OF THE RTA PLAN</p> |

| Return Reference | Explanation |
|--------------------------------------|---|
| FORM 990, PART VI, SECTION A, LINE 2 | LARRY ALDRICH AND PAUL BONAVIA HAVE A BUSINESS RELATIONSHIP |

| Return Reference | Explanation |
|---|--|
| FORM 990, PART VI, SECTION A, LINE 6 | <p>THERE ARE FIVE (5) CATEGORIES OF MEMBERSHIP THAT COMprise SALC BUSINESS, COMMUNITY LEADER, EMERITUS, SPECIAL AND ASSOCIATE A BUSINESS MEMBER MUST BE THE CHIEF EXECUTIVE OFFICER OR A SENIOR OFFICIAL OF A CORPORATION LOCATED IN ARIZONA OR A SENIOR PARTNER IN A LEGAL, ACCOUNTING, OR PROFESSIONAL FIRM</p> <p>PARTICIPATION IN THE COUNCIL FROM ANY ONE COMPANY IS TO BE THE SENIOR INDIVIDUAL IN THE FIRM UPON RECOMMENDATION FROM THE MEMBERSHIP COMMITTEE AND WITH SPECIFIC BOARD APPROVAL ADDITIONAL INDIVIDUALS FROM A FIRM MAY BE CONSIDERED FOR MEMBERSHIP AS LONG AS THE INDIVIDUALS FIT THE CRITERIA OF A SENIOR EXECUTIVE OR PARTNER OF THE FIRM MEMBERS MUST REMAIN ACTIVE IN THEIR PRIMARY BUSINESS OR OCCUPATION OR, IN THE EVENT OF A CHANGE, MUST ASSUME A POSITION OF COMPARABLE STATUS AND INFLUENCE WITH ANOTHER FIRM OR IN ANOTHER OCCUPATION BUSINESS MEMBERS SHALL HAVE VOTING RIGHTS COMMUNITY LEADER MEMBERS SHALL BE INDIVIDUALS HOLDING POSITIONS OF SIGNIFICANT INFLUENCE IN THE COMMUNITY AND AREAS OF INTEREST TO SALC THESE MEMBERSHIPS ARE NORMALLY BASED ON THE INDIVIDUAL COMMUNITY LEADER MEMBERS SHALL HAVE VOTING RIGHTS EMERITUS MEMBERS ARE A VALUABLE RESOURCE TO SALC AND CAN MAKE SUBSTANTIAL CONTRIBUTIONS TO THE OPERATION OF THE ORGANIZATION AND OUR EFFECTIVENESS IN THE COMMUNITY WHEN MEMBERS IN GOOD STANDING RETIRE OR LEAVE THEIR PRINCIPAL POSITIONS WITH THEIR ORGANIZATIONS, THEY MAY BE OFFERED BY THE BOARD OF DIRECTORS THE OPPORTUNITY TO REMAIN AS MEMBERS EMERITI OF SALC AS LONG AS THEY PAY ANNUAL DUES AS ESTABLISHED BY THE BOARD OF DIRECTORS EMERITUS MEMBERS SHALL HAVE VOTING RIGHTS SPECIAL CATEGORIES OF MEMBERSHIP MAY BE ESTABLISHED BY A MAJORITY VOTE OF THE BOARD OF DIRECTORS ESTABLISHMENT OF A SPECIAL MEMBER CATEGORY IS INTENDED TO ADDRESS A UNIQUE BUSINESS QUALIFICATION, FOCUS OR INTEREST CONCERNING SALC AS IDENTIFIED BY THE BOARD SPECIAL MEMBERS SHALL HAVE VOTING RIGHTS ASSOCIATE MEMBERS SHALL BE INDIVIDUALS BELONGING TO AN ORGANIZATION OF INTEREST AS IDENTIFIED AND APPROVED BY THE BOARD OF DIRECTORS ASSOCIATE MEMBERSHIPS ALLOW POTENTIAL LEADERS THE OPPORTUNITY TO BE EXPOSED TO THE SENIOR LEADERS OF SALC AND ATTEND SALC MEETINGS ASSOCIATE MEMBERS CAN PARTICIPATE ON COMMITTEES, FOCUS AREAS AND ACTION TEAMS ASSOCIATE MEMBERS HAVE NO VOTING RIGHTS AND PAY NO DUES</p> |

| Return Reference | Explanation |
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| FORM 990, PART VI, SECTION A, LINE 7A | THE NOMINATION AND ELECTION OF DIRECTORS TAKES PLACE AT THE ANNUAL MEETING OF THE MEMBERS BALLOTS ARE CAST BY VOTING MEMBERS PRESENT AT THE ANNUAL MEETING BALLOTS MAY ALSO BE SUBMITTED BY MAIL, EMAIL, OR OTHER MEANS PRIOR TO THE COMMENCEMENT OF THE MEETING |

| Return Reference | Explanation |
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| FORM 990, PART VI, SECTION B, LINE 11 | A DRAFT FORM 990 IS REVIEWED BY THE PRESIDENT PRIOR TO FILING. IT IS THEN PROVIDED TO ALL MEMBERS OF THE GOVERNING BODY, AND THEY ARE GIVEN AN OPPORTUNITY TO COMMENT BEFORE FILING |

| Return Reference | Explanation |
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| FORM 990, PART VI, SECTION B, LINE 15A | COMPENSATION FOR THE PRESIDENT IS BASED ON COMPARABILITY DATA FOR SIMILARLY QUALIFIED PERSONS IN COMPARABLE POSITIONS OF NONPROFIT ORGANIZATIONS IN SOUTHERN ARIZONA. DATA IS OBTAINED USING PUBLICLY AVAILABLE FORMS 990. COMPENSATION FOR 2015 WAS REVIEWED AND APPROVED BY THE GOVERNING BODY ON DECEMBER 9, 2014 |

| Return Reference | Explanation |
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| FORM 990, PART VI, SECTION C, LINE 19 | THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST |

| Return Reference | Explanation |
|--------------------------------|---|
| FORM 990, PART IX, LINE 11G | CONTRACT LABOR 102,521 RESEARCH AND SURVEYS 63,711 PAYROLL PROCESSING FEES 2,229 CONSULTING 60,359 |