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<div> <div>Form <b>990</b></div> <div>  </div> <div> <div>Department of the Treasury</div> <div>Internal Revenue Service</div> </div> </div>	<div> <div>Return of Organization Exempt From Income Tax</div> <div>Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)</div> <div> <div>▶ Do not enter social security numbers on this form as it may be made public</div> <div>▶ Information about Form 990 and its instructions is at <a href="http://www.irs.gov/form990">www.irs.gov/form990</a></div> </div> </div>	<div> <div>OMB No 1545-0047</div> <div><b>2015</b></div> <div>Open to Public Inspection</div> </div>
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<b>A For the 2015 calendar year, or tax year beginning 01-01-2015 , and ending 12-31-2015</b>			
<b>B</b> Check if applicable <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending		<b>C</b> Name of organization CALIFORNIA ASSOCIATION OF REALTORS  Doing business as  Number and street (or P.O. box if mail is not delivered to street address) Room/suite 525 SOUTH VIRGIL AVENUE  City or town, state or province, country, and ZIP or foreign postal code LOS ANGELES, CA 90020	
		<b>D Employer identification number</b>  95-0594790	
		<b>E Telephone number</b>  (213) 739-8200	
		<b>G Gross receipts \$</b> 71,835,994	
<b>F Name and address of principal officer</b> JOEL S SINGER 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020		<b>H(a)</b> Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <b>H(b)</b> Are all subordinates included? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions)	
<b>I Tax-exempt status</b> <input type="checkbox"/> 501(c)(3) <input checked="" type="checkbox"/> 501(c)(6) ◀(insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		<b>H(c)</b> Group exemption number ▶	
<b>J Website:</b> ▶ www.car.org			
<b>K Form of organization</b> <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		<b>L Year of formation</b> 1978	<b>M State of legal domicile</b> CA

Part I Summary																									
Activities & Governance	<p><b>1</b> Briefly describe the organization's mission or most significant activities  <b>ENHANCE MEMBERS' ABILITY TO CONDUCT THEIR BUSINESSES SUCCESSFULLY WITH INTEGRITY AND COMPETENCY</b></p> <p><b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets</p> <table border="1"> <tr> <td><b>3</b> Number of voting members of the governing body (Part VI, line 1a)</td> <td><b>3</b></td> <td>830</td> </tr> <tr> <td><b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)</td> <td><b>4</b></td> <td>830</td> </tr> <tr> <td><b>5</b> Total number of individuals employed in calendar year 2015 (Part V, line 2a)</td> <td><b>5</b></td> <td>144</td> </tr> <tr> <td><b>6</b> Total number of volunteers (estimate if necessary)</td> <td><b>6</b></td> <td>830</td> </tr> <tr> <td><b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12</td> <td><b>7a</b></td> <td>959,520</td> </tr> <tr> <td><b>7b</b> Net unrelated business taxable income from Form 990-T, line 34</td> <td><b>7b</b></td> <td>11,752</td> </tr> </table>	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	830	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	830	<b>5</b> Total number of individuals employed in calendar year 2015 (Part V, line 2a)	<b>5</b>	144	<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	830	<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	959,520	<b>7b</b> Net unrelated business taxable income from Form 990-T, line 34	<b>7b</b>	11,752						
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**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.

<b>Sign Here</b>	<div>*****</div> <div>Signature of officer</div>			<div>2016-11-14</div> <div>Date</div>	
	<div>IQBAL BHOLAT CFO</div> <div>Type or print name and title</div>				
<b>Paid Preparer Use Only</b>	<div>Print/Type preparer's name</div> <div>Thomas Schulte</div>		<div>Preparer's signature</div> <div>Thomas Schulte</div>		<div>Date</div>
	<div>Check <input type="checkbox"/> if self-employed</div>			<div>PTIN</div> <div>P00637812</div>	
	<div>Firm's name ▶ Armanino LLP</div>			<div>Firm's EIN ▶ 94-6214841</div>	
<div>Firm's address ▶ 11766 Wilshire Blvd 9th Floor</div> <div>Los Angeles, CA 90025</div>			<div>Phone no (310) 478-4148</div>		

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

DEVELOP AND PROMOTE PROGRAMS AND SERVICES TO ENHANCE THE MEMBERS' FREEDOM AND ABILITY TO CONDUCT THEIR BUSINESSES SUCCESSFULLY WITH INTEGRITY AND COMPETENCY, AND THROUGH COLLECTIVE ACTION, TO PROMOTE REAL PROPERTY RIGHTS AND OWNERSHIP (SEE SCHEDULE O FOR CONTINUATION) THE CALIFORNIA ASSOCIATION OF REALTORS IS A TRADE ASSOCIATION REPRESENTING OVER 183,000 REALTORS AND OVER 110 LOCAL MEMBER ASSOCIATIONS STATEWIDE AS MEMBERS OF ORGANIZED REAL ESTATE, REALTORS SUBSCRIBE TO A STRICT CODE OF ETHICS AND HAVE ACCESS TO NUMEROUS SERVICES AND PROGRAMS TO ENHANCE THEIR PROFESSIONALISM PREVENTATIVE LEGAL PROGRAMS PROVIDE MEMBERS WITH THE LATEST IN LEGAL INFORMATION TO GIVE THEM THE COMPETITIVE EDGE C A R 'S EXTENSIVE LEGISLATIVE ADVOCACY PROGRAM MEANS MEMBERS ARE WELL-REPRESENTED ON LOCAL, STATE AND FEDERAL ISSUES EDUCATIONAL PROGRAMS AND YEAR-ROUND SEMINARS HELP MEMBERS GAIN NEW SKILLS AND PROFESSIONAL DESIGNATIONS LIKE THE PRESTIGIOUS GRADUATE REALTOR INSTITUTE

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☐ Yes ☒ No

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

3

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

☐ Yes ☒ No

If "Yes," describe these changes on Schedule O

4

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

4a

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

THE PURPOSE OF THE CALIFORNIA ASSOCIATION OF REALTORS IS TO SERVE ITS MEMBERSHIP IN DEVELOPING AND PROMOTING PROGRAMS AND SERVICES THAT WILL ENHANCE THE MEMBERS' FREEDOM AND ABILITY TO CONDUCT THEIR INDIVIDUAL BUSINESSES SUCCESSFULLY WITH INTEGRITY AND COMPETENCY, AND THROUGH COLLECTIVE ACTION, TO PROMOTE THE PRESERVATION OF REAL PROPERTY RIGHTS THE CALIFORNIA ASSOCIATION OF REALTORS IS A TRADE ASSOCIATION REPRESENTING OVER 183,000 REALTORS AND OVER 110 LOCAL MEMBER ASSOCIATIONS STATEWIDE AS MEMBERS OF ORGANIZED REAL ESTATE, REALTORS SUBSCRIBE TO A STRICT CODE OF ETHICS AND HAVE ACCESS TO NUMEROUS SERVICES AND PROGRAMS TO ENHANCE THEIR PROFESSIONALISM (SEE SHCDULE O FOR CONTINUATION) PREVENTATIVE LEGAL PROGRAMS PROVIDE MEMBERS WITH THE LATEST IN LEGAL INFORMATION TO GIVE THEM THE COMPETITIVE EDGE C A R 'S EXTENSIVE LEGISLATIVE ADVOCACY PROGRAM MEANS MEMBERS ARE WELL-REPRESENTED ON LOCAL, STATE AND FEDERAL ISSUES EDUCATIONAL PROGRAMS AND YEAR-ROUND SEMINARS HELP MEMBERS GAIN NEW SKILLS AND PROFESSIONAL DESIGNATIONS LIKE THE PRESTIGIOUS GRADUATE REALTOR INSTITUTE IN ADDITION TO THESE PROGRAMS, THE CALIFORNIA ASSOCIATION OF REALTORS OFFERS ITS MEMBERS A VARIETY OF BUSINESS TOOLS--FROM RESEARCH DATA AND TOP-NOTCH PUBLICATIONS TO CUTTING-EDGE TECHNOLOGY ALL THESE--AND OTHER--PROGRAMS AND SERVICES ARE DESIGNED TO INCREASE THE PROFESSIONALISM OF MEMBERS AND GIVE THEM THE TOOLS THEY NEED TO BETTER SERVE THEIR CLIENTS--THE CONSUMER

4b

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

4c

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

4d

Other program services (Describe in Schedule O )

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

4e

Total program service expenses ▶

Part IV Checklist of Required Schedules

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

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

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

Part V

Statements Regarding Other IRS Filings and Tax Compliance

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

			Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	1a	242	
b	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	144	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	2b	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O.	3b	Yes	
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		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
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?	7a		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year.	7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
9a	Did the sponsoring organization make any taxable distributions under section 4966?	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			
a	Initiation fees and capital contributions included on Part VIII, line 12.	10a		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.	10b		
11	Section 501(c)(12) organizations. Enter			
a	Gross income from members or shareholders.	11a		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).	11b		
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.			
a	Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O.	13a		
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.	13b		
c	Enter the amount of reserves on hand.	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? If "No," provide an explanation in Schedule O.	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
<b>1a</b> Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O	<b>1a</b> 830		
<b>b</b> Enter the number of voting members included in line 1a, above, who are independent	<b>1b</b> 830		
<b>2</b> Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	<b>2</b>	Yes	
<b>3</b> Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	<b>3</b>		No
<b>4</b> Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	<b>4</b>		No
<b>5</b> Did the organization become aware during the year of a significant diversion of the organization's assets?	<b>5</b>		No
<b>6</b> Did the organization have members or stockholders?	<b>6</b>	Yes	
<b>7a</b> Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	<b>7a</b>	Yes	
<b>b</b> Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	<b>7b</b>	Yes	
<b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
<b>a</b> The governing body?	<b>8a</b>	Yes	
<b>b</b> Each committee with authority to act on behalf of the governing body?	<b>8b</b>	Yes	
<b>9</b> Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	<b>9</b>		No

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

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

**Section C. Disclosure**

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

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

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

**20** State the name, address, and telephone number of the person who possesses the organization's books and records  
 ▶ IQBAL BHOLAT 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 (213) 739-8200

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

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

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

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

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

[illegible]



## Part VII

<b>1b</b>	<b>Sub-Total</b>			
<b>c</b>	<b>Total from continuation sheets to Part VII, Section A</b>			
<b>d</b>	<b>Total (add lines 1b and 1c)</b>	3,960,872	0	574,764

**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 ► 33

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

## Section B. Independent Contractors

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

(A)	(B)	(C)
Name and business address	Description of services	Compensation
RANDLE COMMUNICATIONS 925 L STREET SUITE 1275 SACRAMENTO, CA 95814	PUBLIC RELATIONS	487,343
LOCKTON INSURANCE BROKERS PO BOX 49315 SAN JOSE, CA 951619315	INSURANCE	264,110
REED & DAVIDSON LLP 3699 WILSHIRE BLVD 1290 LOS ANGELES, CA 90010	ATTORNEYS	160,226
RBZ LLP 11766 WILSHIRE BLVD SUITE 900 LOS ANGELES, CA 90025	CONSULTING/AUDIT/TAX	142,734
CDW Direct LLC PO Box 75723 Chicago, IL 60675	Haedware and Software Products	127,108

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ 9

Part VIII

Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . . .	1a					
	b	Membership dues . . . .	1b					
	c	Fundraising events . . . .	1c					
	d	Related organizations . . . .	1d					
	e	Government grants (contributions)	1e					
	f	All other contributions, gifts, grants, and similar amounts not included above	1f					
	g	Noncash contributions included in lines 1a-1f \$						
	h	Total. Add lines 1a-1f . . . . .						
Program Service Revenue	2a	MEMBERSHIP DUES & ASSESSM	Business Code 812900	22,185,118	22,185,118			
	b	MANAGEMENT FEES	561000	2,701,387	2,701,387			
	c	PAF CONTRIBUTIONS	900099	1,624,025	1,624,025			
	d	ADVERTISING	541800	959,520		959,520		
	e	SPONSORSHIPS	561499	422,195	422,195			
	f	All other program service revenue		1,164,470	810,390		354,080	
	g	Total. Add lines 2a-2f . . . . .		29,056,715				
	Other Revenue	3	Investment income (including dividends, interest, and other similar amounts) . . . . .		1,735,429			1,735,429
4		Income from investment of tax-exempt bond proceeds . . .						
5		Royalties . . . . .		827,013			827,013	
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	63,009			63,009
		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	INCOME FROM SUBSIDIARY	531390		1,726,219	1,726,219			
b	MISCELLANEOUS	900099		41,741			41,741	
c								
d	All other revenue . . . . .							
e	Total. Add lines 11a-11d . . . . .			1,767,960				
12	Total revenue. See Instructions . . . . .			33,450,126	29,469,334	959,520	3,021,272	

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.	317,650			
2	Grants and other assistance to domestic individuals. See Part IV, line 22.				
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4	Benefits paid to or for members.				
5	Compensation of current officers, directors, trustees, and key employees.	2,936,818			
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.	9,578,499			
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).	1,682,211			
9	Other employee benefits.	1,108,484			
10	Payroll taxes.	916,637			
11	Fees for services (non-employees):				
a	Management.				
b	Legal.	272,907			
c	Accounting.	181,137			
d	Lobbying.				
e	Professional fundraising services. See Part IV, line 17.				
f	Investment management fees.	183,921			
g	Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	957,302			
12	Advertising and promotion.	2,482,327			
13	Office expenses.	1,582,545			
14	Information technology.	107,644			
15	Royalties.	1,387,924			
16	Occupancy.	251,535			
17	Travel.	2,339,728			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19	Conferences, conventions, and meetings.	622,810			
20	Interest.				
21	Payments to affiliates.				
22	Depreciation, depletion, and amortization.	480,298			
23	Insurance.	287,630			
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	ZIPFORMS FEE	2,308,630			
b	MEETING ROOM	505,484			
c	BANK AND ADP FEES	465,863			
d	DUES AND SUBSCRIPTIONS	215,655			
e	All other expenses	1,127,857			
25	Total functional expenses. Add lines 1 through 24e.	32,301,496			
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X

Balance Sheet

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

☐

				(A)		(B)
				Beginning of year		End of year
Assets	1	Cash—non-interest-bearing		2,484,318	1	4,773,570
	2	Savings and temporary cash investments			2	100,000
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		73,693	4	85,217
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L.			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L.			6	
	7	Notes and loans receivable, net		1,031,779	7	1,678,800
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		276,555	9	269,667
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D.	10a	10,988,476		
	b	Less: accumulated depreciation	10b	9,955,055	10c	1,033,421
	11	Investments—publicly traded securities		51,873,999	11	49,203,534
	12	Investments—other securities. See Part IV, line 11.			12	
	13	Investments—program-related. See Part IV, line 11.			13	
	14	Intangible assets		4,244	14	3,972
	15	Other assets. See Part IV, line 11.		11,293,869	15	11,669,335
	16	<b>Total assets.</b> Add lines 1 through 15 (must equal line 34).		68,484,476	16	68,817,516
Liabilities	17	Accounts payable and accrued expenses		3,926,103	17	3,897,035
	18	Grants payable			18	
	19	Deferred revenue		5,337,432	19	6,436,815
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D.			21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L.			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17–24). Complete Part X of Schedule D.		892,225	25	835,453
	26	<b>Total liabilities.</b> Add lines 17 through 25.		10,155,760	26	11,169,303
Net Assets or Fund Balances	<b>Organizations that follow SFAS 117 (ASC 958), check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27 through 29, and lines 33 and 34.</b>					
	27	Unrestricted net assets		56,572,616	27	55,830,214
	28	Temporarily restricted net assets		1,756,100	28	1,817,999
	29	Permanently restricted net assets			29	
	<b>Organizations that do not follow SFAS 117 (ASC 958), check here</b> <input type="checkbox"/> <b>and complete lines 30 through 34.</b>					
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	<b>Total net assets or fund balances</b>		58,328,716	33	57,648,213
	34	<b>Total liabilities and net assets/fund balances</b>		68,484,476	34	68,817,516

**Part XI**    **Reconciliation of Net Assets**

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

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12) . . . . .	<b>1</b>	33,450,126
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25) . . . . .	<b>2</b>	32,301,496
<b>3</b>	Revenue less expenses Subtract line 2 from line 1 . . . . .	<b>3</b>	1,148,630
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . .	<b>4</b>	58,328,716
<b>5</b>	Net unrealized gains (losses) on investments . . . . .	<b>5</b>	-1,829,133
<b>6</b>	Donated services and use of facilities . . . . .	<b>6</b>	
<b>7</b>	Investment expenses . . . . .	<b>7</b>	
<b>8</b>	Prior period adjustments . . . . .	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O) . . . . .	<b>9</b>	0
<b>10</b>	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	<b>10</b>	57,648,213

**Part XII**    **Financial Statements and Reporting**

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

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

## Additional Data

**Software ID:**  
**Software Version:**  
**EIN:** 95-0594790  
**Name:** CALIFORNIA ASSOCIATION OF REALTORS

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Abramson Heidi ..... Director	2 00 .....	X						0	0	0
Acevedo Mano ..... Director	2 00 .....	X						0	0	0
Adelson Sandi ..... Director	2 00 .....	X						0	0	0
Afshanan Edward ..... Director	2 00 .....	X						0	0	0
AGUINIGA MARIA ..... Director	2 00 .....	X						0	0	0
Allan Kurt ..... Director	2 00 .....	X						0	0	0
Allen Nancie ..... Director	2 00 .....	X						0	0	0
Allen Steven D ..... Director	2 00 .....	X						0	0	0
Allison Glenda ..... Director	2 00 .....	X						0	0	0
Allison Sally ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Alpert Hal ..... Director	2 00 .....	X						0	0	0
Aluisi Jonna ..... Director	2 00 .....	X						0	0	0
Alwerth Dianna ..... Director	2 00 .....	X						0	0	0
Andaya Anthony ..... Director	2 00 .....	X						0	0	0
Anderson Chrs ..... Director	2 00 .....	X						0	0	0
Anderson Clark ..... Director	2 00 .....	X						0	0	0
Anderson Ed ..... Director	2 00 .....	X						0	0	0
Anderson Jeannie ..... Director	2 00 .....	X						0	0	0
Annunziato III Joe ..... Director	2 00 .....	X						0	0	0
Anthes Shen ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Antt Jim ..... Director	2 00 .....	X						0	0	0
Aragon Joyce ..... Director	2 00 .....	X						0	0	0
Arnold Evelyn ..... Director	2 00 .....	X						0	0	0
Arrietta Rob ..... Director	2 00 .....	X						0	0	0
Asao Ryan ..... Director	2 00 .....	X						0	0	0
Asdounan John ..... Director	2 00 .....	X						0	0	0
Ashmore Lanetta ..... Director	2 00 .....	X						0	0	0
Astle Greg ..... Director	2 00 .....	X						0	0	0
Astonan Greg ..... Director	2 00 .....	X						0	0	0
Aulani Barnes Damella ..... Director	2 00 .....	X						0	0	0



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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Avedian Mark ..... Director	2 00 .....	X						0	0	0
Avellan Jennifer ..... Director	2 00 .....	X						0	0	0
Avirom Jay ..... Director	2 00 .....	X						0	0	0
Badagliacco Colleen ..... Director	2 00 .....	X						9,468	0	0
Badagliacco Dennis ..... Director	2 00 .....	X						0	0	0
Bailey Robert ..... Director	2 00 .....	X						9,408	0	0
Baisen James ..... Director	2 00 .....	X						0	0	0
Baldwin Rob ..... Director	2 00 .....	X						0	0	0
Balog Marnie ..... Director	2 00 .....	X						0	0	0
Banks Mana Elena ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Banner Carol ..... Director	2 00 .....	X						0	0	0
Barber Patrick ..... Director	2 00 .....	X						0	0	0
Barbic Alan ..... Director	2 00 .....	X						0	0	0
Barker Melanie ..... Director	2 00 .....	X						4,908	0	0
Barnes Rick ..... Director	2 00 .....	X						0	0	0
Barnett Jeff ..... Director	2 00 .....	X						4,908	0	0
Barnos Edward ..... Director	2 00 .....	X						0	0	0
Barnos Josue ..... Director	2 00 .....	X						0	0	0
Barron Sharon ..... Director	2 00 .....	X						2,208	0	0
Barry Enn ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Bartels Dwayne ..... Director	2 00 .....	X						0	0	0
Bathurst Daniel ..... Director	2 00 .....	X						0	0	0
Bauman Sandi ..... Director	2 00 .....	X						0	0	0
Beacock Katherine ..... Director	2 00 .....	X						0	0	0
Bell Jeff ..... Director	2 00 .....	X						0	0	0
Bencosme Andy ..... Director	2 00 .....	X						0	0	0
Bennett Barry ..... Director	2 00 .....	X						0	0	0
Bennett Glenn ..... Director	2 00 .....	X						0	0	0
Bennett Malcolm ..... Director	2 00 .....	X						4,908	0	0
Berg Anthony ..... Director	2 00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Berge Jr Tom ..... Director	2 00 .....	X						4,908	0	0
Berge Thomas ..... Director	2 00 .....	X						0	0	0
Berggren Eric ..... Director	2 00 .....	X						0	0	0
Bernal Lucio ..... Director	2 00 .....	X						0	0	0
Bernardi Diana ..... Director	2 00 .....	X						0	0	0
Bühr Yin ..... Director	2 00 .....	X						0	0	0
Billotti-Austin Saralyn ..... Director	2 00 .....	X						0	0	0
Birmingham Kevin ..... Director	2 00 .....	X						0	0	0
Bishop Bob ..... Director	2 00 .....	X						0	0	0
Black Larry ..... Director	2 00 .....	X						0	0	0

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

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Bland Ira ..... Director	2 00 .....	X						0	0	0
Blankenburg Cindy ..... Director	2 00 .....	X						0	0	0
Blefari Eugene ..... Director	2 00 .....	X						0	0	0
Blower Michael ..... Director	2 00 .....	X						0	0	0
Blume Roy ..... Director	2 00 .....	X						0	0	0
Blurton Kathleen ..... Director	2 00 .....	X						0	0	0
Bohnert Michael ..... Director	2 00 .....	X						0	0	0
Bonnet Julie ..... Director	2 00 .....	X						0	0	0
Bonyadi Vazrik ..... Director	2 00 .....	X						0	0	0
Booth Amber ..... Director	2 00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Bordan Leslie ..... Director	2 00 .....	X						0	0	0
Borland Matthew ..... Director	2 00 .....	X						0	0	0
Bowler Sharon ..... Director	2 00 .....	X						4,908	0	0
Bowles Becky ..... Director	2 00 .....	X						0	0	0
Boydston John ..... Director	2 00 .....	X						0	0	0
Bradley Jennie ..... Director	2 00 .....	X						0	0	0
Bradley Toby ..... Director	2 00 .....	X						0	0	0
Brady Scott ..... Director	2 00 .....	X						0	0	0
Bramson- Veil Robin ..... Director	2 00 .....	X						0	0	0
Branchini Jennifer ..... Director	2 00 .....	X						4,908	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Brand Ronna ..... Director	2 00 .....	X						0	0	0
Brekke Janet ..... Director	2 00 .....	X						0	0	0
Bnggs Larry ..... Director	2 00 .....	X						0	0	0
Bngham Timothy ..... Director	2 00 .....	X						4,908	0	0
Bnght-Laney Debora ..... Director	2 00 .....	X						0	0	0
Britto James ..... Director	2 00 .....	X						0	0	0
Brogioiti Cynna ..... Director	2 00 .....	X						0	0	0
Brown Ann Michele ..... Director	2 00 .....	X						0	0	0
Brown Bill ..... Director	2 00 .....	X						0	0	0
Brown Kevin ..... Director	2 00 .....	X						7,008	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Brownell Ron ..... Director	2 00 .....	X						0	0	0
Brubaker Brian ..... Director	2 00 .....	X						0	0	0
Bruice Alec ..... Director	2 00 .....	X						0	0	0
Brundage Raylene ..... Director	2 00 .....	X						0	0	0
BUDDEN SHANE ..... Director	2 00 .....	X						0	0	0
Bull Diana ..... Director	2 00 .....	X						9,408	0	0
Burby Kathleen ..... Director	2 00 .....	X						0	0	0
Burdett Kathryn ..... Director	2 00 .....	X						0	0	0
Burke Kevin ..... Director	2 00 .....	X						0	0	0
Burnett Carl ..... Director	2 00 .....	X						0	0	0



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

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Burns Jack ..... Director	2 00 .....	X						0	0	0
Burns Mark ..... Director	2 00 .....	X						0	0	0
Busch Diane ..... Director	2 00 .....	X						0	0	0
Bussman Steve ..... Director	2 00 .....	X						0	0	0
Butler Virginia ..... Director	2 00 .....	X						0	0	0
Byron Dennis ..... Director	2 00 .....	X						0	0	0
Cabot David ..... Director	2 00 .....	X						4,908	0	0
Calvo John ..... Director	2 00 .....	X						0	0	0
Camacho Ellen ..... Director	2 00 .....	X						0	0	0
Cambria Mary Jane ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Campbell Jeff ..... Director	2 00 .....	X						0	0	0
Campbell Vicky ..... Director	2 00 .....	X						0	0	0
Caplan Staci ..... Director	2 00 .....	X						0	0	0
Carey John ..... Director	2 00 .....	X						0	0	0
Carley Cynthia ..... Director	2 00 .....	X						7,553	0	0
Carlsted Greg ..... Director	2 00 .....	X						0	0	0
Carmichael Phyllis ..... Director	2 00 .....	X						0	0	0
Carnahan Thomas ..... Director	2 00 .....	X						4,908	0	0
Carpenter Vicki ..... Director	2 00 .....	X						0	0	0
Carrillo Nelson ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Carroll Linda ..... Director	2 00 .....	X						0	0	0
Carunchio Michael ..... Director	2 00 .....	X						0	0	0
Casillas Ricardo ..... Director	2 00 .....	X						0	0	0
Catrina Otto ..... Director	2 00 .....	X						6,869	0	0
Cavazos Javier ..... Director	2 00 .....	X						0	0	0
Chacon Mark ..... Director	2 00 .....	X						0	0	0
Chatoff Colleen ..... Director	2 00 .....	X						0	0	0
Chea William ..... Director	2 00 .....	X						0	0	0
Chen Brian H-M ..... Director	2 00 .....	X						0	0	0
Chiang Allen ..... Director	2 00 .....	X						4,908	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Chow Ling ..... Director	2 00 .....	X						0	0	0
Chudgar Monica ..... Director	2 00 .....	X						0	0	0
Churchill Sereta ..... Director	2 00 .....	X						0	0	0
Cierpiszewski Jason ..... Director	2 00 .....	X						0	0	0
Clancy Mike ..... Director	2 00 .....	X						2,700	0	0
Clark Kara ..... Director	2 00 .....	X						0	0	0
Clark Lorraine ..... Director	2 00 .....	X						0	0	0
Clements Matt ..... Director	2 00 .....	X						0	0	0
Clinton Linda ..... Director	2 00 .....	X						0	0	0
Cole Kevin ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Collins Shane ..... Director	2 00 .....	X						0	0	0
Collup Athena ..... Director	2 00 .....	X						0	0	0
Colombo Paula ..... Director	2 00 .....	X						0	0	0
Copeland Victoria ..... Director	2 00 .....	X						0	0	0
Coppa Nikki ..... Director	2 00 .....	X						0	0	0
Cory Wayne ..... Director	2 00 .....	X						0	0	0
Cosentino Karen ..... Director	2 00 .....	X						0	0	0
Cosenza Paula ..... Director	2 00 .....	X						0	0	0
Cosenza Rick ..... Director	2 00 .....	X						0	0	0
Covello Gina ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Covill Douglas ..... Director	2 00 .....	X						0	0	0
Covington Judy ..... Director	2 00 .....	X						4,908	0	0
Cowie Matthew ..... Director	2 00 .....	X						0	0	0
Craighead Geoffrey ..... Director	2 00 .....	X						0	0	0
Crain Sally ..... Director	2 00 .....	X						0	0	0
Crandall Laird ..... Director	2 00 .....	X						0	0	0
Cnbb John ..... Director	2 00 .....	X						0	0	0
Cnchton Sandy ..... Director	2 00 .....	X						0	0	0
Crosby-Torres Lisa ..... Director	2 00 .....	X						0	0	0
Crowley Jacqueline ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Crowson Karen ..... Director	2 00 .....	X						0	0	0
Cunha Sheila ..... Director	2 00 .....	X						0	0	0
Cunningham Alisa ..... Director	2 00 .....	X						0	0	0
Cunningham Marilyn ..... Director	2 00 .....	X						0	0	0
Curry William ..... Director	2 00 .....	X						0	0	0
Curtis Bette ..... Director	2 00 .....	X						0	0	0
Cusumano Joe ..... Director	2 00 .....	X						0	0	0
D'Ambrosio Mike ..... Director	2 00 .....	X						0	0	0
da Gama Catherine ..... Director	2 00 .....	X						0	0	0
DaCosta Crystal ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
D'Agosta Carolyn ..... Director	2 00 .....	X						4,908	0	0
Darling Sandy ..... Director	2 00 .....	X						0	0	0
Davis Christopher ..... Director	2 00 .....	X						0	0	0
Davis Richard Dean ..... Director	2 00 .....	X						0	0	0
Davis Winnie ..... Director	2 00 .....	X						4,908	0	0
De Silva Jr Manny ..... Director	2 00 .....	X						0	0	0
De Young West ..... Director	2 00 .....	X						0	0	0
DeContreaus Marc ..... Director	2 00 .....	X						0	0	0
Deering Michelle ..... Director	2 00 .....	X						0	0	0
DeLeon Michael ..... Director	2 00 .....	X						4,908	0	0



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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Delgleize Barbara ..... Director	2 00 .....	X						0	0	0
Dellsite Howard ..... Director	2 00 .....	X						0	0	0
Delmartini Steve ..... Director	2 00 .....	X						0	0	0
Dempsey Julie ..... Director	2 00 .....	X						0	0	0
Dennis Moses ..... Director	2 00 .....	X						0	0	0
Deutscher Phillip ..... Director	2 00 .....	X						0	0	0
Di Benedetto Kimberly ..... Director	2 00 .....	X						0	0	0
Dickson Robin ..... Director	2 00 .....	X						0	0	0
Dill James ..... Director	2 00 .....	X						0	0	0
Diltz Don ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Dimejian Aida ..... Director	2 00 .....	X						0	0	0
DiStefano Linda ..... Director	2 00 .....	X						0	0	0
Dittnich Elyse ..... Director	2 00 .....	X						0	0	0
Doerlich Will ..... Director	2 00 .....	X						0	0	0
Dopp Carylon ..... Director	2 00 .....	X						0	0	0
Dorsey Janet ..... Director	2 00 .....	X						0	0	0
Douglas Patricia ..... Director	2 00 .....	X						0	0	0
Dowland Yvonne ..... Director	2 00 .....	X						0	0	0
Doze Glona ..... Director	2 00 .....	X						0	0	0
Dreyer Kevin ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Dreyer Thomas ..... Director	2 00 .....	X						0	0	0
Drury Jr Samuel S ..... Director	2 00 .....	X						0	0	0
Drust Steven ..... Director	2 00 .....	X						0	0	0
DuDeck Barbara ..... Director	2 00 .....	X						0	0	0
Dunkel-Soto Suzi ..... Director	2 00 .....	X						0	0	0
Dunn Lisa ..... Director	2 00 .....	X						0	0	0
Dwiggins Christine ..... Director	2 00 .....	X						0	0	0
Eagle Paula ..... Director	2 00 .....	X						0	0	0
Edwards Mark ..... Director	2 00 .....	X						0	0	0
Elliott Lyle ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Elliott Rebeca ..... Director	2 00 .....	X						0	0	0
Ellis Judy ..... Director	2 00 .....	X						0	0	0
Ellis Scott ..... Director	2 00 .....	X						0	0	0
Engles Bruce ..... Director	2 00 .....	X						0	0	0
Englin David ..... Director	2 00 .....	X						0	0	0
Ezell James ..... Director	2 00 .....	X						0	0	0
Facciponti Carol ..... Director	2 00 .....	X						2,208	0	0
Fageol Vickie ..... Director	2 00 .....	X						0	0	0
Fargher Lawrence ..... Director	2 00 .....	X						0	0	0
Fans Adonae ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Farrar Carol ..... Director	2 00 .....	X						0	0	0
Faught Don ..... Director	2 00 .....	X						9,408	0	0
Fedeli Adam ..... Director	2 00 .....	X						0	0	0
Feil Maxine ..... Director	2 00 .....	X						0	0	0
Fejran Shen ..... Director	2 00 .....	X						0	0	0
Ferguson Terry Ann ..... Director	2 00 .....	X						0	0	0
Fernandez Ray ..... Director	2 00 .....	X						0	0	0
Fernandez-Silva Ray ..... Director	2 00 .....	X						0	0	0
Fitzgerald Beverly ..... Director	2 00 .....	X						0	0	0
Fitzpatrick Shannon ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Fives Gem-Lynn ..... Director	2 00 .....	X						0	0	0
Flicker Tammy ..... Director	2 00 .....	X						0	0	0
Forde Melrose ..... Director	2 00 .....	X						0	0	0
Fore Lisa ..... Director	2 00 .....	X						0	0	0
Formica Wendy ..... Director	2 00 .....	X						0	0	0
Fortney Chrstine ..... Director	2 00 .....	X						0	0	0
Foster Antoinette ..... Director	2 00 .....	X						0	0	0
Fracisco Mike ..... Director	2 00 .....	X						0	0	0
Fraioli Steven ..... Director	2 00 .....	X						0	0	0
Fredencks Pat ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
French Lorne ..... Director	2 00 .....	X						0	0	0
Frey Kathenne ..... Director	2 00 .....	X						0	0	0
Fuller Ed ..... Director	2 00 .....	X						0	0	0
Fuller Matt ..... Director	2 00 .....	X						0	0	0
Funk Mary ..... Director	2 00 .....	X						0	0	0
Furtado Jill ..... Director	2 00 .....	X						0	0	0
Furth Wendy ..... Director	2 00 .....	X						0	0	0
Gaetano Karla ..... Director	2 00 .....	X						0	0	0
Gallagher Diane ..... Director	2 00 .....	X						0	0	0
Galli Greg ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Gamber Anthony ..... Director	2 00 .....	X						0	0	0
Garcia Blanca ..... Director	2 00 .....	X						0	0	0
Garcia Eva ..... Director	2 00 .....	X						0	0	0
Garde Jeanne ..... Director	2 00 .....	X						0	0	0
Garemore Margaret ..... Director	2 00 .....	X						0	0	0
Garner Renee ..... Director	2 00 .....	X						0	0	0
Garone John ..... Director	2 00 .....	X						0	0	0
Garrow Jr Ralph ..... Director	2 00 .....	X						0	0	0
Gaviati Rick ..... Director	2 00 .....	X						0	0	0
Gaylord Richard ..... Director	2 00 .....	X						0	0	0



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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Gebhard Donald ..... Director	2 00 .....	X						0	0	0
Gentry Davena ..... Director	2 00 .....	X						0	0	0
Getchell Suzan ..... Director	2 00 .....	X						0	0	0
Giacalone Matthew ..... Director	2 00 .....	X						0	0	0
Gibbons Miles ..... Director	2 00 .....	X						0	0	0
Gieser Scott ..... Director	2 00 .....	X						0	0	0
Gill Bradley ..... Director	2 00 .....	X						0	0	0
Girling David ..... Director	2 00 .....	X						0	0	0
Gluyas Gina ..... Director	2 00 .....	X						0	0	0
Goddard Steve ..... Director	2 00 .....	X						9,408	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Godfrey Michael ..... Director	2 00 .....	X						0	0	0
Godt Art ..... Director	2 00 .....	X						0	0	0
Golden Dolores ..... Director	2 00 .....	X						0	0	0
Goldstein Dennis ..... Director	2 00 .....	X						0	0	0
Gomes Sandi ..... Director	2 00 .....	X						0	0	0
Gomez Blanche ..... Director	2 00 .....	X						0	0	0
Gonzalez Caleb ..... Director	2 00 .....	X						0	0	0
Goorchenko Jennifer ..... Director	2 00 .....	X						0	0	0
Gorman Craig ..... Director	2 00 .....	X						0	0	0
Gorsiski Diana ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Graff Tonja ..... Director	2 00 .....	X						0	0	0
Graham Kate ..... Director	2 00 .....	X						0	0	0
Grant Jared ..... Director	2 00 .....	X						0	0	0
Graw Annette ..... Director	2 00 .....	X						0	0	0
Gray Bruselas ..... Director	2 00 .....	X						0	0	0
Greenberg Robin ..... Director	2 00 .....	X						4,908	0	0
Greenwood Ron ..... Director	2 00 .....	X						0	0	0
Gnffiths Chnstopher ..... Director	2 00 .....	X						0	0	0
Guevara Luis ..... Director	2 00 .....	X						0	0	0
Guthrie Carey ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Gutierrez Jesse ..... Director	2 00 .....	X						0	0	0
Gutierrez Michael ..... Director	2 00 .....	X						0	0	0
Haas Greg ..... Director	2 00 .....	X						0	0	0
Hadaway Rose ..... Director	2 00 .....	X						0	0	0
Hake Debbie ..... Director	2 00 .....	X						0	0	0
HALL JEAN ..... Director	2 00 .....	X						0	0	0
Hamann Jeannie ..... Director	2 00 .....	X						0	0	0
Hameline Silva ..... Director	2 00 .....	X						0	0	0
Hamilton Jim ..... Director	2 00 .....	X						7,908	0	0
Hamilton Linda ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Han Sally ..... Director	2 00 .....	X						0	0	0
Hance Roger ..... Director	2 00 .....	X						0	0	0
Hand Rachael ..... Director	2 00 .....	X						0	0	0
Hanleigh Stephen ..... Director	2 00 .....	X						0	0	0
Hansen Anne ..... Director	2 00 .....	X						0	0	0
Hansen Vernon ..... Director	2 00 .....	X						0	0	0
Hardenstein Arleen ..... Director	2 00 .....	X						0	0	0
HARRIS LESA ..... Director	2 00 .....	X						0	0	0
Hartman Bob ..... Director	2 00 .....	X						0	0	0
Hartnett Mary Nell ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Harts David ..... Director	2 00 .....	X						0	0	0
Hass Ryan ..... Director	2 00 .....	X						0	0	0
Haugen Sandra ..... Director	2 00 .....	X						0	0	0
Hawkins Dru ..... Director	2 00 .....	X						0	0	0
Hayden Tim ..... Director	2 00 .....	X						0	0	0
Hays Todd ..... Director	2 00 .....	X						0	0	0
Hecker Nancy ..... Director	2 00 .....	X						0	0	0
Heintz Lynn ..... Director	2 00 .....	X						5,474	0	0
Hellerud Michelle ..... Director	2 00 .....	X						0	0	0
Hellyer Glenn ..... Director	2 00 .....	X						4,908	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Hendnx Amy ..... Director	2 00 .....	X						0	0	0
Henon Marion ..... Director	2 00 .....	X						0	0	0
Henry Katheryn ..... Director	2 00 .....	X						0	0	0
Hepworth Susan ..... Director	2 00 .....	X						0	0	0
Herman Len ..... Director	2 00 .....	X						4,908	0	0
Hernandez Brooke ..... Director	2 00 .....	X						0	0	0
Herold Ed ..... Director	2 00 .....	X						0	0	0
Heron Edward ..... Director	2 00 .....	X						0	0	0
Hicks Patricia ..... Director	2 00 .....	X						0	0	0
Hile Julie ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Hiller Tom ..... Director	2 00 .....	X						0	0	0
HINMAN SKIP ..... Director	2 00 .....	X						0	0	0
Hoff Melinda ..... Director	2 00 .....	X						0	0	0
Holthaus Melanie ..... Director	2 00 .....	X						0	0	0
Holtsclaw Roger ..... Director	2 00 .....	X						0	0	0
Hong Luis ..... Director	2 00 .....	X						0	0	0
Houston Phillip ..... Director	2 00 .....	X						0	0	0
Howard Debra ..... Director	2 00 .....	X						0	0	0
Howard Rosanne ..... Director	2 00 .....	X						0	0	0
Hudson Jan ..... Director	2 00 .....	X						0	0	0



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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Hufnagel Frank ..... Director	2 00 .....	X						0	0	0
Hughes John ..... Director	2 00 .....	X						0	0	0
Hughes Matt ..... Director	2 00 .....	X						0	0	0
Hunnicutt Tia ..... Director	2 00 .....	X						0	0	0
Hunt Leannah ..... Director	2 00 .....	X						4,908	0	0
Hunt Nancy ..... Director	2 00 .....	X						0	0	0
Hutson James ..... Director	2 00 .....	X						0	0	0
Isaacson Chns ..... Director	2 00 .....	X						0	0	0
Jackson Dorothy ..... Director	2 00 .....	X						2,208	0	0
Jansen William ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Jebavy Mane ..... Director	2 00 .....	X						0	0	0
Jennings Jeremy ..... Director	2 00 .....	X						0	0	0
Jennings Robert ..... Director	2 00 .....	X						0	0	0
Jezycki Stefan ..... Director	2 00 .....	X						0	0	0
Jimerson Midge ..... Director	2 00 .....	X						0	0	0
Joaquin Brandon ..... Director	2 00 .....	X						0	0	0
Johnsen Paula ..... Director	2 00 .....	X						0	0	0
Johnson Jay ..... Director	2 00 .....	X						0	0	0
Johnson Michael ..... Director	2 00 .....	X						0	0	0
Johnson William ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Jolly Joan ..... Director	2 00 .....	X						0	0	0
Jones Kevin ..... Director	2 00 .....	X						0	0	0
Jones Phil ..... Director	2 00 .....	X						4,908	0	0
Jones Rachel ..... Director	2 00 .....	X						0	0	0
JUENKE DOUG ..... Director	2 00 .....	X						0	0	0
Kahn Jeffrey ..... Director	2 00 .....	X						0	0	0
Kaplan Sandy ..... Director	2 00 .....	X						0	0	0
Karelius John ..... Director	2 00 .....	X						0	0	0
Kasai Yoko ..... Director	2 00 .....	X						0	0	0
Kauzlarich-Bird Enka ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Kees Denise ..... Director	2 00 .....	X						0	0	0
Keith Jim ..... Director	2 00 .....	X						0	0	0
Kelley Chen ..... Director	2 00 .....	X						0	0	0
Kelly Mike ..... Director	2 00 .....	X						0	0	0
Kerper Aaron ..... Director	2 00 .....	X						0	0	0
Kerr David ..... Director	2 00 .....	X						0	0	0
Kevane Robert ..... Director	2 00 .....	X						0	0	0
Khalsa Bakhshish ..... Director	2 00 .....	X						0	0	0
Kidd Teaila ..... Director	2 00 .....	X						0	0	0
Kilpatrnck Leslie ..... Director	2 00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Kimble Danny ..... Director	2 00 .....	X						0	0	0
King Wayne ..... Director	2 00 .....	X						0	0	0
Knapp Coy ..... Director	2 00 .....	X						0	0	0
Knight Pauline ..... Director	2 00 .....	X						0	0	0
Knoeb David ..... Director	2 00 .....	X						0	0	0
Kosum Debbie ..... Director	2 00 .....	X						0	0	0
Krogman Debbie ..... Director	2 00 .....	X						0	0	0
Kronovet Robert ..... Director	2 00 .....	X						0	0	0
Kulick Robert ..... Director	2 00 .....	X						9,408	0	0
Kutzkey Christine ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Kwan Kevin ..... Director	2 00 .....	X						0	0	0
La Peter Jimmy ..... Director	2 00 .....	X						4,908	0	0
Lamb Chuck ..... Director	2 00 .....	X						0	0	0
Lambertson Blaine ..... Director	2 00 .....	X						0	0	0
LAPIERRE DAVID ..... Director	2 00 .....	X						0	0	0
Lech Charles ..... Director	2 00 .....	X						0	0	0
Lee Brent ..... Director	2 00 .....	X						0	0	0
Lee Gigi ..... Director	2 00 .....	X						0	0	0
Lee John ..... Director	2 00 .....	X						0	0	0
Lee Karl ..... Director	2 00 .....	X						4,908	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Lee Linda ..... Director	2 00 .....	X						0	0	0
Lee Sanne ..... Director	2 00 .....	X						4,908	0	0
Lehman Jeremy ..... Director	2 00 .....	X						0	0	0
Leider Aaron ..... Director	2 00 .....	X						0	0	0
Leighton Robert ..... Director	2 00 .....	X						0	0	0
Leistra Derek ..... Director	2 00 .....	X						0	0	0
Lentz Gene ..... Director	2 00 .....	X						0	0	0
Leon Kari ..... Director	2 00 .....	X						0	0	0
Leonard Joyce ..... Director	2 00 .....	X						0	0	0
Leverett Tangie ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Levine JoAnn ..... Director	2 00 .....	X						0	0	0
Licea Francisco ..... Director	2 00 .....	X						0	0	0
Lieberg Lee Leland ..... Director	2 00 .....	X						0	0	0
Liebling Stephen ..... Director	2 00 .....	X						0	0	0
Lieuw Patnck ..... Director	2 00 .....	X						0	0	0
Link Emily ..... Director	2 00 .....	X						0	0	0
Linka Rana ..... Director	2 00 .....	X						0	0	0
Linn Chuck ..... Director	2 00 .....	X						0	0	0
Liptak James ..... Director	2 00 .....	X						0	0	0
Little Christopher ..... Director	2 00 .....	X						0	0	0



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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Lockhart Brenda ..... Director	2 00 .....	X						0	0	0
Lollio Louis ..... Director	2 00 .....	X						4,908	0	0
Lomas Curtis ..... Director	2 00 .....	X						0	0	0
Long Harnson ..... Director	2 00 .....	X						0	0	0
Loring Ted ..... Director	2 00 .....	X						4,908	0	0
Lovelace Michael ..... Director	2 00 .....	X						0	0	0
Lucas Devin ..... Director	2 00 .....	X						0	0	0
Luckenbach Carol ..... Director	2 00 .....	X						0	0	0
Ludwig Gary ..... Director	2 00 .....	X						0	0	0
Lunn Ashley ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Lymbens Barbara ..... Director	2 00 .....	X						0	0	0
Lymbens Nick ..... Director	2 00 .....	X						0	0	0
Lyng David ..... Director	2 00 .....	X						0	0	0
MacDonald Jeannie ..... Director	2 00 .....	X						0	0	0
Maciel Aldina ..... Director	2 00 .....	X						0	0	0
Maddock Gordon ..... Director	2 00 .....	X						0	0	0
Mallory Toni ..... Director	2 00 .....	X						0	0	0
Malta Vincent ..... Director	2 00 .....	X						0	0	0
Mancillas Sharon ..... Director	2 00 .....	X						0	0	0
Manna Carolynn ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Manns Diane ..... Director	2 00 .....	X						0	0	0
Manos Alexander ..... Director	2 00 .....	X						0	0	0
Manzone Leslie ..... Director	2 00 .....	X						0	0	0
Manzone Michele ..... Director	2 00 .....	X						0	0	0
Marquez Mark ..... Director	2 00 .....	X						4,908	0	0
Marshall Susan ..... Director	2 00 .....	X						0	0	0
Marston Helen ..... Director	2 00 .....	X						0	0	0
Martin Jared ..... Director	2 00 .....	X						0	0	0
Martin Lance ..... Director	2 00 .....	X						0	0	0
Martinez Paula ..... Director	2 00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Mason Dennis ..... Director	2 00 .....	X						0	0	0
Mason Mike ..... Director	2 00 .....	X						0	0	0
Matheis Mary Aileen ..... Director	2 00 .....	X						0	0	0
Matteson Larry ..... Director	2 00 .....	X						0	0	0
Maxwell Thomas ..... Director	2 00 .....	X						0	0	0
May Frank O ..... Director	2 00 .....	X						0	0	0
May Menl ..... Director	2 00 .....	X						0	0	0
MAY PHILLIP ..... Director	2 00 .....	X						0	0	0
Mayer Peppy ..... Director	2 00 .....	X						0	0	0
Mc Donald Walter ..... Director	2 00 .....	X						6,000	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
McCain Alice ..... Director	2 00 .....	X						0	0	0
McClelland Barbara ..... Director	2 00 .....	X						0	0	0
McGoff John ..... Director	2 00 .....	X						0	0	0
McGowan Chrstine ..... Director	2 00 .....	X						0	0	0
McGowan Ternann ..... Director	2 00 .....	X						0	0	0
McIntire David ..... Director	2 00 .....	X						0	0	0
McIntosh Geoff ..... Director	2 00 .....	X						0	0	0
McIntosh Knsta ..... Director	2 00 .....	X						0	0	0
McKereghan Anne ..... Director	2 00 .....	X						0	0	0
McNair RoseMane ..... Director	2 00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
McNevin Ruth ..... Director	2 00 .....	X						0	0	0
McWaid Pam ..... Director	2 00 .....	X						0	0	0
Meade Stephen ..... Director	2 00 .....	X						0	0	0
Mees George ..... Director	2 00 .....	X						0	0	0
Mehrnnger Kathy ..... Director	2 00 .....	X						0	0	0
Mendoza Todd ..... Director	2 00 .....	X						0	0	0
Merril Jolaine ..... Director	2 00 .....	X						0	0	0
Meyer Brenda ..... Director	2 00 .....	X						0	0	0
Meyers Eric ..... Director	2 00 .....	X						0	0	0
MIDDLETON BRUCE ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MIDDLETON JOYCE ..... Director	2 00 .....	X						0	0	0
Miles Teri ..... Director	2 00 .....	X						0	0	0
Miller Carolyn ..... Director	2 00 .....	X						0	0	0
Miller Sandra ..... Director	2 00 .....	X						0	0	0
Mills Amanda ..... Director	2 00 .....	X						0	0	0
Minor Kathleen ..... Director	2 00 .....	X						0	0	0
Mintz Ron ..... Director	2 00 .....	X						0	0	0
Mita Borman Sachiko ..... Director	2 00 .....	X						0	0	0
Mitchell Mary ..... Director	2 00 .....	X						0	0	0
Mlachak Enka ..... Director	2 00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Molina Shen ..... Director	2 00 .....	X						0	0	0
Monte George ..... Director	2 00 .....	X						0	0	0
Mooney Errol ..... Director	2 00 .....	X						0	0	0
Morales Lazaro ..... Director	2 00 .....	X						0	0	0
MORGAN DENNIS ..... Director	2 00 .....	X						0	0	0
Morris Blaine ..... Director	2 00 .....	X						0	0	0
Morris Peter ..... Director	2 00 .....	X						0	0	0
Mortensen De Wayne ..... Director	2 00 .....	X						0	0	0
Morton Ed ..... Director	2 00 .....	X						0	0	0
Mosandl Donald ..... Director	2 00 .....	X						0	0	0



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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Mott Annette ..... Director	2 00 .....	X						0	0	0
Mott Lannie ..... Director	2 00 .....	X						0	0	0
Motter Trisha ..... Director	2 00 .....	X						0	0	0
Muccino Sandi ..... Director	2 00 .....	X						0	0	0
Mueller Douglas ..... Director	2 00 .....	X						0	0	0
Munger Leslie ..... Director	2 00 .....	X						0	0	0
Murphy Kimberly ..... Director	2 00 .....	X						0	0	0
Naseef-Palmer Judith ..... Director	2 00 .....	X						0	0	0
Neal Pat ..... Director	2 00 .....	X						0	0	0
Nellessen Art ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Nelson Frank ..... Director	2 00 .....	X						0	0	0
Nelson Karen ..... Director	2 00 .....	X						0	0	0
Neufeld Kenneth ..... Director	2 00 .....	X						0	0	0
Neugebauer Lisa ..... Director	2 00 .....	X						0	0	0
Newland-Shishido Tammy ..... Director	2 00 .....	X						0	0	0
Newton Debbie ..... Director	2 00 .....	X						0	0	0
Newton Scott ..... Director	2 00 .....	X						0	0	0
Nichols James ..... Director	2 00 .....	X						0	0	0
Nickl Thomas ..... Director	2 00 .....	X						0	0	0
Noel Candie ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Norquist Rob ..... Director	2 00 .....	X						0	0	0
Nweke Chike ..... Director	2 00 .....	X						0	0	0
O'Connor Dennis ..... Director	2 00 .....	X						0	0	0
O'Neill Patricia ..... Director	2 00 .....	X						0	0	0
OBnen Curtis ..... Director	2 00 .....	X						0	0	0
OCHOA ERNESTO ..... Director	2 00 .....	X						0	0	0
Ogletree Valene ..... Director	2 00 .....	X						0	0	0
Ogorchock Lon ..... Director	2 00 .....	X						0	0	0
Okamoto Allen ..... Director	2 00 .....	X						4,908	0	0
Oldroyd Eileen ..... Director	2 00 .....	X						4,908	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Olin Linda ..... Director	2 00 .....	X						0	0	0
Oliva Anne ..... Director	2 00 .....	X						0	0	0
Oliver Kathleen ..... Director	2 00 .....	X						0	0	0
Olivien Robert ..... Director	2 00 .....	X						0	0	0
Olney Carol ..... Director	2 00 .....	X						0	0	0
Olson Debbie ..... Director	2 00 .....	X						0	0	0
Olson Theresa ..... Director	2 00 .....	X						0	0	0
Orban Steve ..... Director	2 00 .....	X						0	0	0
Ordway Angela ..... Director	2 00 .....	X						0	0	0
Osberg Marianne ..... Director	2 00 .....	X						4,908	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Osgood William ..... Director	2 00 .....	X						0	0	0
Osteen R Chrs ..... Director	2 00 .....	X						4,908	0	0
Oti Frank ..... Director	2 00 .....	X						0	0	0
Ott Kim ..... Director	2 00 .....	X						0	0	0
Otterstrom Richard ..... Director	2 00 .....	X						0	0	0
Otwell Becky ..... Director	2 00 .....	X						0	0	0
Owen Lueslie ..... Director	2 00 .....	X						0	0	0
Oyoque Mike ..... Director	2 00 .....	X						0	0	0
Ozur Heather ..... Director	2 00 .....	X						4,908	0	0
Pacilio Joseph ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Pahlke Robert ..... Director	2 00 .....	X						4,908	0	0
Painter Junia ..... Director	2 00 .....	X						0	0	0
Pak Eugene ..... Director	2 00 .....	X						0	0	0
Palmer Barbara J ..... Director	2 00 .....	X						0	0	0
Pantano Dennis ..... Director	2 00 .....	X						0	0	0
Parry David ..... Director	2 00 .....	X						0	0	0
Patterson Lia ..... Director	2 00 .....	X						0	0	0
Pawlik Gregory ..... Director	2 00 .....	X						4,908	0	0
Pedego Pamela ..... Director	2 00 .....	X						0	0	0
Peerce Beth ..... Director	2 00 .....	X						6,108	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Pennino Melanie ..... Director	2 00 .....	X						0	0	0
Peraful Michael ..... Director	2 00 .....	X						0	0	0
Perlas Mandel ..... Director	2 00 .....	X						0	0	0
Peters Jim ..... Director	2 00 .....	X						0	0	0
Peterson Karen ..... Director	2 00 .....	X						0	0	0
Peterson Mark ..... Director	2 00 .....	X						4,908	0	0
Peterson Micky ..... Director	2 00 .....	X						0	0	0
Petralia Patricia ..... Director	2 00 .....	X						0	0	0
Pettjohn Ann ..... Director	2 00 .....	X						8,058	0	0
Pfister Sandi ..... Director	2 00 .....	X						4,908	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Pham Nick ..... Director	2 00 .....	X						0	0	0
Phillips Jeff ..... Director	2 00 .....	X						0	0	0
Picazo-Cowie Sherry ..... Director	2 00 .....	X						0	0	0
Piccione Mary ..... Director	2 00 .....	X						0	0	0
Pickett Melissa ..... Director	2 00 .....	X						0	0	0
Pimentel Marya ..... Director	2 00 .....	X						0	0	0
Pinto John ..... Director	2 00 .....	X						0	0	0
Platt Cameron ..... Director	2 00 .....	X						0	0	0
Plattos Bill ..... Director	2 00 .....	X						4,908	0	0
Podany Sue ..... Director	2 00 .....	X						0	0	0



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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Pojda Jim ..... Director	2 00 .....	X						0	0	0
Polly Era ..... Director	2 00 .....	X						0	0	0
Poulos Geoffrey ..... Director	2 00 .....	X						0	0	0
Powers Jean ..... Director	2 00 .....	X						0	0	0
Prata Sylvia ..... Director	2 00 .....	X						0	0	0
Prian Joseph ..... Director	2 00 .....	X						0	0	0
Prince Patnck ..... Director	2 00 .....	X						0	0	0
Proffitt Marion ..... Director	2 00 .....	X						0	0	0
Quillman Anita ..... Director	2 00 .....	X						0	0	0
Quintero Ruben ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Radsick Jeanne ..... Director	2 00 .....	X						4,908	0	0
Ragg Craig ..... Director	2 00 .....	X						0	0	0
Rainey Gaye ..... Director	2 00 .....	X						0	0	0
Ramos Sylvia ..... Director	2 00 .....	X						0	0	0
Rath Dianne ..... Director	2 00 .....	X						0	0	0
Read Anita ..... Director	2 00 .....	X						0	0	0
Readinger Don ..... Director	2 00 .....	X						0	0	0
Redmond Bill ..... Director	2 00 .....	X						0	0	0
Reid Robert ..... Director	2 00 .....	X						0	0	0
Reinsdorf Irene ..... Director	2 00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Reznick Joel ..... Director	2 00 .....	X						0	0	0
Ribnick Sarah ..... Director	2 00 .....	X						0	0	0
Ricci Al ..... Director	2 00 .....	X						0	0	0
Rice Steven ..... Director	2 00 .....	X						0	0	0
Richardson Murphy ..... Director	2 00 .....	X						0	0	0
Riffel Esther ..... Director	2 00 .....	X						0	0	0
Riley Michael ..... Director	2 00 .....	X						0	0	0
Rizzo Heidi ..... Director	2 00 .....	X						0	0	0
Roberts Doreen ..... Director	2 00 .....	X						4,908	0	0
Roberts J Michael ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Robertson Bryan ..... Director	2 00 .....	X						0	0	0
Rogers Sharon ..... Director	2 00 .....	X						0	0	0
Romanowich Ronald ..... Director	2 00 .....	X						0	0	0
Romig Cheryl ..... Director	2 00 .....	X						0	0	0
Rosco Steve ..... Director	2 00 .....	X						0	0	0
Rosenthal Richard ..... Director	2 00 .....	X						0	0	0
Ross Vernice ..... Director	2 00 .....	X						0	0	0
Ross-Francom Deniece ..... Director	2 00 .....	X						0	0	0
ROSSITER MIKE ..... Director	2 00 .....	X						0	0	0
Ruiz Adam ..... Director	2 00 .....	X						4,908	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Ruiz Mireya ..... Director	2 00 .....	X						0	0	0
Runtzel Scott ..... Director	2 00 .....	X						0	0	0
Ruschhaupt Joyce ..... Director	2 00 .....	X						0	0	0
Rusk Boots ..... Director	2 00 .....	X						0	0	0
Russiano Pat ..... Director	2 00 .....	X						0	0	0
Rutledge Leigh ..... Director	2 00 .....	X						2,700	0	0
Ryan Terry ..... Director	2 00 .....	X						0	0	0
Sabine Fred ..... Director	2 00 .....	X						0	0	0
Sager Doug ..... Director	2 00 .....	X						0	0	0
Saizan Tracey ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Salas Ench ..... Director	2 00 .....	X						0	0	0
Salazar Alexander ..... Director	2 00 .....	X						0	0	0
Sales Dana ..... Director	2 00 .....	X						0	0	0
Saltman Jamie ..... Director	2 00 .....	X						0	0	0
San Miguel Carl ..... Director	2 00 .....	X						4,908	0	0
Sandgren Derek ..... Director	2 00 .....	X						0	0	0
Sanfilippo Donna ..... Director	2 00 .....	X						0	0	0
Saunders Leo ..... Director	2 00 .....	X						9,408	0	0
Sax Richard ..... Director	2 00 .....	X						0	0	0
Scantlin Norma ..... Director	2 00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Schaefer Phillip ..... Director	2 00 .....	X						4,908	0	0
Schamber Eileen ..... Director	2 00 .....	X						0	0	0
Scharetg Cathlyne ..... Director	2 00 .....	X						0	0	0
Schuele Adrienne ..... Director	2 00 .....	X						0	0	0
Schulte John ..... Director	2 00 .....	X						0	0	0
Schulz Lisa ..... Director	2 00 .....	X						0	0	0
Scordino Don ..... Director	2 00 .....	X						0	0	0
Seitz Debi ..... Director	2 00 .....	X						0	0	0
Semenza Mina ..... Director	2 00 .....	X						0	0	0
Setser Shan ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Seymour John ..... Director	2 00 .....	X						0	0	0
Shalmi Sylvia ..... Director	2 00 .....	X						0	0	0
Shamshoian JP ..... Director	2 00 .....	X						0	0	0
Shea Patnck ..... Director	2 00 .....	X						0	0	0
Shepard Cory ..... Director	2 00 .....	X						0	0	0
Shepherd Doug ..... Director	2 00 .....	X						0	0	0
SHERMAN LARISSA ..... Director	2 00 .....	X						0	0	0
Sherman Ryan ..... Director	2 00 .....	X						0	0	0
Short Jr Clare ..... Director	2 00 .....	X						0	0	0
Sibilia Michael ..... Director	2 00 .....	X						0	0	0



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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Simon Charlene ..... Director	2 00 .....	X						0	0	0
Sigg Clay ..... Director	2 00 .....	X						0	0	0
Signani Daniel ..... Director	2 00 .....	X						0	0	0
Silver-Hale Wendy ..... Director	2 00 .....	X						0	0	0
Silverstein Stan ..... Director	2 00 .....	X						0	0	0
Simpkins Margi ..... Director	2 00 .....	X						0	0	0
Singley Charlene ..... Director	2 00 .....	X						0	0	0
Sloan Bill ..... Director	2 00 .....	X						0	0	0
SLOAN YVETTE ..... Director	2 00 .....	X						0	0	0
Smith April ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Smith Ed ..... Director	2 00 .....	X						0	0	0
Smith Rick ..... Director	2 00 .....	X						0	0	0
Smith Stan ..... Director	2 00 .....	X						0	0	0
Smith Valene ..... Director	2 00 .....	X						0	0	0
Snyder Bruce ..... Director	2 00 .....	X						0	0	0
Snyder Richard ..... Director	2 00 .....	X						0	0	0
Solis Nicholas ..... Director	2 00 .....	X						0	0	0
Solono Michelle ..... Director	2 00 .....	X						0	0	0
Sorensen Steven ..... Director	2 00 .....	X						0	0	0
Soto Lupe ..... Director	2 00 .....	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Southwick Mike ..... Director	2 00 .....	X						0	0	0
Souza Shern ..... Director	2 00 .....	X						0	0	0
Sperle Ashley ..... Director	2 00 .....	X						0	0	0
Spiten Larry ..... Director	2 00 .....	X						0	0	0
Sposito Jeff ..... Director	2 00 .....	X						0	0	0
Sprague Derek ..... Director	2 00 .....	X						0	0	0
Staberg Darcy ..... Director	2 00 .....	X						0	0	0
Stabile Jennie ..... Director	2 00 .....	X						0	0	0
Stafford Paul ..... Director	2 00 .....	X						0	0	0
Stanfield Jeremy ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Stapelmann Reyne ..... Director	2 00 .....	X						0	0	0
Starczyk Nancy ..... Director	2 00 .....	X						0	0	0
Stenzel Anna ..... Director	2 00 .....	X						0	0	0
Sterpa Seb ..... Director	2 00 .....	X						0	0	0
Stoffel Michael ..... Director	2 00 .....	X						0	0	0
Streich Steven ..... Director	2 00 .....	X						0	0	0
Stumpf Enn ..... Director	2 00 .....	X						0	0	0
Suding Paul ..... Director	2 00 .....	X						0	0	0
Suminski Tamara ..... Director	2 00 .....	X						4,908	0	0
Sutton Gayle ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Swayne Kellie ..... Director	2 00 .....	X						0	0	0
Swayne Paula ..... Director	2 00 .....	X						0	0	0
SWENDIMAN SCOTT ..... Director	2 00 .....	X						0	0	0
Symons Francis ..... Director	2 00 .....	X						2,208	0	0
Szucs Lehel ..... Director	2 00 .....	X						0	0	0
Tabbah Karen ..... Director	2 00 .....	X						0	0	0
Tablang Kenneth ..... Director	2 00 .....	X						0	0	0
Taisch Betty ..... Director	2 00 .....	X						0	0	0
Tappin Shelley ..... Director	2 00 .....	X						0	0	0
Tayenaka Rita ..... Director	2 00 .....	X						4,908	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Taylor Jim ..... Director	2 00 .....	X						0	0	0
Taylor Josephine ..... Director	2 00 .....	X						0	0	0
Taylor Judy ..... Director	2 00 .....	X						0	0	0
Teer Michael ..... Director	2 00 .....	X						0	0	0
Teixeira Duarte ..... Director	2 00 .....	X						0	0	0
Telles Sharon ..... Director	2 00 .....	X						0	0	0
Tessaro Michael ..... Director	2 00 .....	X						0	0	0
Theseira Fiona ..... Director	2 00 .....	X						0	0	0
Thomas Gary ..... Director	2 00 .....	X						6,200	0	0
Thomas Mane ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Thor James ..... Director	2 00 .....	X						0	0	0
Throckmorton Ann ..... Director	2 00 .....	X						0	0	0
Tietgen Jean ..... Director	2 00 .....	X						0	0	0
Tilling Susan ..... Director	2 00 .....	X						0	0	0
Timuryan Harry ..... Director	2 00 .....	X						0	0	0
Tippery Cecily ..... Director	2 00 .....	X						0	0	0
Tobias Scott ..... Director	2 00 .....	X						0	0	0
Todaro Zachary ..... Director	2 00 .....	X						0	0	0
Todd Mark ..... Director	2 00 .....	X						0	0	0
Tonna David ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Torres E'Mira ..... Director	2 00 .....	X						0	0	0
Torres John ..... Director	2 00 .....	X						0	0	0
Torres Peter ..... Director	2 00 .....	X						0	0	0
Townley Tim ..... Director	2 00 .....	X						0	0	0
Traw Randall ..... Director	2 00 .....	X						0	0	0
Trent Sarah ..... Director	2 00 .....	X						0	0	0
Tresierras Daniel ..... Director	2 00 .....	X						0	0	0
Tnantos Nancy ..... Director	2 00 .....	X						0	0	0
Trolan Karen ..... Director	2 00 .....	X						0	0	0
Troxell Nancy ..... Director	2 00 .....	X						0	0	0



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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Tucker Kim ..... Director	2 00 .....	X						4,908	0	0
Turley Rick ..... Director	2 00 .....	X						0	0	0
Turnquist Randy ..... Director	2 00 .....	X						0	0	0
Uhl Carolyn ..... Director	2 00 .....	X						0	0	0
Ungerecht Rick ..... Director	2 00 .....	X						0	0	0
Uva Carrie ..... Director	2 00 .....	X						0	0	0
Uzunyan Verzhine ..... Director	2 00 .....	X						0	0	0
Vachani Mike ..... Director	2 00 .....	X						0	0	0
VAN DYKE ANNELINE ..... Director	2 00 .....	X						0	0	0
Vanausdal Carol ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Vargas Irma ..... Director	2 00 .....	X						0	0	0
Vaterlaus Susan ..... Director	2 00 .....	X						0	0	0
Veneziano Giuseppe ..... Director	2 00 .....	X						0	0	0
Verdone Michael ..... Director	2 00 .....	X						0	0	0
Vindler Erlinda ..... Director	2 00 .....	X						0	0	0
Violett Rick ..... Director	2 00 .....	X						0	0	0
Virgilio Quincy ..... Director	2 00 .....	X						0	0	0
Viviani Diane ..... Director	2 00 .....	X						0	0	0
Voigt Sheran ..... Director	2 00 .....	X						0	0	0
Volsch Cecil ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Von Raesfeld Myron ..... Director	2 00 .....	X						0	0	0
Voyles Michelle ..... Director	2 00 .....	X						0	0	0
Wagner Alan ..... Director	2 00 .....	X						0	0	0
Waite Brett ..... Director	2 00 .....	X						0	0	0
Walker Stephen ..... Director	2 00 .....	X						0	0	0
Walker Temmy ..... Director	2 00 .....	X						0	0	0
Wallace Clark E ..... Director	2 00 .....	X						3,000	0	0
Wallace Rick ..... Director	2 00 .....	X						0	0	0
Walsh David ..... Director	2 00 .....	X						4,908	0	0
Walsh Sue ..... Director	2 00 .....	X						4,108	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Ward BJ ..... Director	2 00 .....	X						0	0	0
Washburn Gary ..... Director	2 00 .....	X						0	0	0
Way Jeannette ..... Director	2 00 .....	X						4,908	0	0
Wayman Mark ..... Director	2 00 .....	X						0	0	0
Webb James ..... Director	2 00 .....	X						0	0	0
WEBER THOMAS ..... Director	2 00 .....	X						0	0	0
Welch William ..... Director	2 00 .....	X						0	0	0
Welsh Denise ..... Director	2 00 .....	X						0	0	0
Weston Carla ..... Director	2 00 .....	X						0	0	0
White Rick ..... Director	2 00 .....	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
White Steve ..... Director	2 00 .....	X						4,908	0	0
Whyte Serena ..... Director	2 00 .....	X						0	0	0
Wilcoxson Cody ..... Director	2 00 .....	X						0	0	0
Wilder Farrah ..... Director	2 00 .....	X						0	0	0
Williams Michele ..... Director	2 00 .....	X						0	0	0
Williamson Kevin ..... Director	2 00 .....	X						0	0	0
Wilson Diane ..... Director	2 00 .....	X						0	0	0
Wilson Melvin ..... Director	2 00 .....	X						0	0	0
Wilson Theresa ..... Director	2 00 .....	X						0	0	0
Wilson Walter ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Winterbauer Pam ..... Director	2 00 .....	X						0	0	0
Winther John ..... Director	2 00 .....	X						4,908	0	0
Wolf-Reid Heide ..... Director	2 00 .....	X						0	0	0
Wong John ..... Director	2 00 .....	X						0	0	0
Wong Kelvin ..... Director	2 00 .....	X						0	0	0
Wong Mel K H ..... Director	2 00 .....	X						0	0	0
Woo Jeffery ..... Director	2 00 .....	X						0	0	0
Wood Diana ..... Director	2 00 .....	X						0	0	0
Woodward Abbie ..... Director	2 00 .....	X						0	0	0
Woodward Enn ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Woodyard Wayne ..... Director	2 00 .....	X						4,908	0	0
Wren Rochelle ..... Director	2 00 .....	X						0	0	0
Wright Charles ..... Director	2 00 .....	X						0	0	0
Wunderlich Gene ..... Director	2 00 .....	X						0	0	0
Wunderlich Therese ..... Director	2 00 .....	X						0	0	0
Yamamoto Mary Kay ..... Director	2 00 .....	X						0	0	0
Yanish Natalie ..... Director	2 00 .....	X						0	0	0
Yeater Carol ..... Director	2 00 .....	X						0	0	0
Yost Suzanne ..... Director	2 00 .....	X						4,908	0	0
Young Can ..... Director	2 00 .....	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Young John ..... Director	2 00 .....	X						0	0	0
Yun Lidia ..... Director	2 00 .....	X						0	0	0
Zanone Rush Marianne ..... Director	2 00 .....	X						0	0	0
Zeigler Judy ..... Director	2 00 .....	X						4,908	0	0
Zeissler Alice ..... Director	2 00 .....	X						0	0	0
Zicarelli Pat Ziggy ..... Director	2 00 .....	X						0	0	0
Zigal David ..... Director	2 00 .....	X						0	0	0
Zorn Edward ..... Director	2 00 .....	X						0	0	0
Zulim Sarah ..... Director	2 00 .....	X						0	0	0
Zwahlen Barry ..... Director	2 00 .....	X						0	0	0



Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOEL S SINGER ..... Executive Vice President & Board Secretary	65 00 .....			X				799,209	0	74,352
IQBAL BHOLAT ..... Chief Financial Officer	40 00 .....			X				151,067	0	44,492
JOSHUA SHARFMAN ..... Chief Technology Officer	40 00 .....				X			404,023	0	54,818
ALEXANDER CREEL ..... Senior Vice President	40 00 .....				X			395,565	0	72,627
JUNE BARLOW ..... Vice President & General Counsel	40 00 .....				X			370,752	0	46,982
GOV HUTCHINSON ..... Assistant General counsel & Staff Vice President	40 00 .....				X			216,345	0	40,384
LESLIE YOUNG ..... Vice President	40 00 .....					X		293,263	0	47,525
RICHARD SCHUMACHER ..... Vice President	40 00 .....					X		276,089	0	60,154
MAYANNA FRAMZONE ..... Vice President	40 00 .....					X		267,798	0	60,125
STANLEY WEIG ..... Staff Vice President	40 00 .....					X		221,168	0	39,750

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LOTTIE ELAM ..... Local Association Services	40 00 .....					X		171,759	0	33,555

**SCHEDULE C**  
**(Form 990 or 990-EZ)**  
  
Department of the Treasury  
Internal Revenue Service

**Political Campaign and Lobbying Activities**  
  
For Organizations Exempt From Income Tax Under section 501(c) and section 527  
▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.  
▶Information about Schedule C (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

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**2015**  
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If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

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

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

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

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

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

Name of the organization CALIFORNIA ASSOCIATION OF REALTORS	Employer identification number 95-0594790
--	--

**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?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4a	Was a correction made?	<input type="checkbox"/> Yes <input type="checkbox"/> 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 <b>Form 1120-POL</b> for this year?	<input type="checkbox"/> Yes <input type="checkbox"/> 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														
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000</td></tr></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000	Over \$17,000,000	\$1,000,000		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000														
Over \$17,000,000	\$1,000,000														
g	Grassroots nontaxable amount (enter 25% of line 1f)														
h	Subtract line 1g from line 1a If zero or less, enter -0-														
i	Subtract line 1f from line 1c If zero or less, enter -0-														
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?														

☐ 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

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

Part III-A

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

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

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	32,350,100
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	1,550,441
a Current year	2b	
b Carryover from last year	2c	1,550,441
c Total	3	14,256,689
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	4	
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	-12,706,248
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
Part I-A, Line 1	CALIFORNIA ASSOCIATION OF REALTORS MAINTAINS A FULL TIME GOVERNMENTAL AFFAIRS PRESENCE IN SACRAMENTO MONITORING LEGISLATION INCLUDING AND AFFECTING THE REAL ESTATE INDUSTRY AND PROPERTY OWNERSHIP INCLUDING REAL ESTATE BROKER AND SALESPERSON LICENSING AND REGULATION, CONDOMINIUM AND SHARED OWNERSHIP HOUSING, GOVERNMENT-SPONSORED HOUSING, CONSUMER PROTECTION, LAND USE AND ENVIRONMENTAL LAW, LANDLORD/TENANT, AND REAL ESTATE FINANCE AND TAXATION AND OTHER REAL ESTATE RELATED ISSUES. IN ADDITION TO THE STATE LEGISLATURE, CALIFORNIA ASSOCIATION OF REALTORS ALSO WORKS WITH A VARIETY OF ADMINISTRATIVE AND REGULATORY BODIES AND AGENCIES TO INCLUDE THE BUSINESS TRANSPORTATION AND HOUSING AGENCY, THE DEPARTMENT OF REAL ESTATE, THE DEPARTMENT OF CORPORATIONS, THE DEPARTMENT OF INSURANCE, ETC

SCHEDULE D  
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2015

Open to Public Inspection

► 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](http://www.irs.gov/form990).

Department of the Treasury  
Internal Revenue Service

Name of the organization CALIFORNIA ASSOCIATION OF REALTORS	Employer identification number 95-0594790
--	--

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

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

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

Part II Conservation Easements.

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

1	Purpose(s) of conservation easements held by the organization (check all that apply) <div><input type="checkbox"/> Preservation of land for public use (e g , recreation or education)<div><input type="checkbox"/> Protection of natural habitat</div><div><input type="checkbox"/> Preservation of open space</div></div> <div><input type="checkbox"/> Preservation of an historically important land area</div> <div><input type="checkbox"/> Preservation of a certified historic structure</div>
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year
a	Total number of conservation easements
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ►
4	Number of states where property subject to conservation easement is located ►
5	Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>
6	Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ►
7	Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► \$
8	Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4) (B)(i) and section 170(h)(4)(B)(ii)? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>
9	In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

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

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

1a	If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items
b	If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items
(i)	Revenue included on Form 990, Part VIII, line 1 ► \$
(ii)	Assets included in Form 990, Part X ► \$
2	If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items
a	Revenue included on Form 990, Part VIII, line 1 ► \$
b	Assets included in Form 990, Part X ► \$

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets

(continued)

3

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

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

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

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements.

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

1a

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

☐ Yes

☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

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

☐ Yes

☐ No

b

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

☐

Part V

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

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

2

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

a

Board designated or quasi-endowment

b

Permanent endowment

c

Temporarily restricted endowment

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

3a

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

(i) unrelated organizations

(ii) related organizations

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) Cost or other basis (other)	Accumulated (c) depreciation	(d) Book value
1a Land		500,000		500,000
b Buildings		6,230,109	6,048,091	182,018
c Leasehold improvements		232,154	56,266	175,888
d Equipment		2,764,064	2,629,246	134,818
e Other		1,262,149	1,221,452	40,697
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c))				1,033,421





**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.

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

**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.

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

**Part XIII Supplemental Information**

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

Return Reference	Explanation

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

Return Reference	Explanation

# 2015

**Open to Public  
Inspection**

95-0594790

☒ Yes      ☐ No

**(h) Purpose of grant or assistance**

Schedule I (Form 990) 2015

**Part III**

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

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

**Part IV**

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

Return Reference	Explanation
Part I, Line 2	C A R MONITORS THE USE OF GRANT FUNDS BY MONITORING ALL SCHEDULED ACTIVITIES AND RECEIVING WRITTEN REPORTS DESCRIBING THE USE OF THE FUNDS

**Additional Data**

**Software ID:**  
**Software Version:**  
**EIN:** 95-0594790  
**Name:** CALIFORNIA ASSOCIATION OF REALTORS

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

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV , appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
California Community Foundation 221 S Figueroa Street 400 Los angeles, CA 90012	95-3510055	501c(3)	250,000				C A R Disaster Relief Fund
Calaveras County AOR 1270 Suzanne De STE B Angels Camp, CA 95222	20-4330163	501c(3)	15,000				Butte Fire Victims
The Lake County Rising Fire Relief Fund p O Box 530 Kelseyville, CA 95451	68-0447622	501C(3)	15,000				Provide relief to victims of the Valley Fire

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

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
American Red Cross P O Bos 4002018 Des Moines, IA 50340	53-0196605	501c(3)	10,000				Nepal Earthquak Relief Fund
National Association of Realtors 430 N Michigan Ave Chicago, IL 60611	36-1520690	501c(6)	10,000				Major Donor Contribution

Schedule J  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees  
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.  
▶ Attach to Form 990.  
▶ Information about Schedule J (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization  
CALIFORNIA ASSOCIATION OF REALTORS

Employer identification number  
95-0594790

Part I Questions Regarding Compensation

	Yes	No
<b>1a</b> Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. <div><div><input type="checkbox"/> First-class or charter travel</div><div><input type="checkbox"/> Housing allowance or residence for personal use</div><div><input checked="" type="checkbox"/> Travel for companions</div><div><input type="checkbox"/> Payments for business use of personal residence</div><div><input type="checkbox"/> Tax indemnification and gross-up payments</div><div><input checked="" type="checkbox"/> Health or social club dues or initiation fees</div><div><input type="checkbox"/> Discretionary spending account</div><div><input type="checkbox"/> Personal services (e g , maid, chauffeur, chef)</div></div>		
<b>b</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	1b Yes	
<b>2</b> 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?	2 Yes	
<b>3</b> Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. <div><div><input type="checkbox"/> Compensation committee</div><div><input checked="" type="checkbox"/> Written employment contract</div><div><input checked="" type="checkbox"/> Independent compensation consultant</div><div><input checked="" type="checkbox"/> Compensation survey or study</div><div><input type="checkbox"/> Form 990 of other organizations</div><div><input checked="" type="checkbox"/> Approval by the board or compensation committee</div></div>		
<b>4</b> 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: <b>a</b> Receive a severance payment or change-of-control payment?	4a	No
<b>b</b> Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b Yes	
<b>c</b> 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.	4c	No
<b>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</b>		
<b>5</b> 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: <b>a</b> The organization?	5a	
<b>b</b> Any related organization? If "Yes," on line 5a or 5b, describe in Part III.	5b	
<b>6</b> 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: <b>a</b> The organization?	6a	
<b>b</b> Any related organization? If "Yes," on line 6a or 6b, describe in Part III.	6b	
<b>7</b> 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.	7	
<b>8</b> 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.	8	
<b>9</b> If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	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				
See Additional Data Table							



**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
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Additional Data

Software ID:  
Software Version:  
EIN: 95-0594790  
Name: CALIFORNIA ASSOCIATION OF REALTORS

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1JOEL S SINGER Executive Vice President & Board Sec	(i)	500,395	235,646	63,168	58,513	15,839	873,561	0
	(ii)	0	0	0	0	0	0	0
11IQBAL BHOLAT Chief Financial Officer	(i)	135,174	7,268	8,625	24,187	20,305	195,559	0
	(ii)	0	0	0	0	0	0	0
2JOSHUA SHARFMAN Chief Technology Officer	(i)	309,080	62,323	32,620	34,513	20,305	458,841	0
	(ii)	0	0	0	0	0	0	0
3ALEXANDER CREEL Senior Vice President	(i)	315,652	69,928	9,985	58,513	14,114	468,192	0
	(ii)	0	0	0	0	0	0	0
4JUNE BARLOW Vice President & General Counsel	(i)	272,368	69,572	28,812	39,750	7,232	417,734	0
	(ii)	0	0	0	0	0	0	0
5GOV HUTCHINSON Assistant General counsel & Staff VI	(i)	181,757	29,140	5,448	32,609	7,775	256,729	0
	(ii)	0	0	0	0	0	0	0
6LESLIE YOUNGVice President	(i)	221,645	58,309	13,309	39,750	7,775	340,788	0
	(ii)	0	0	0	0	0	0	0
7RICHARD SCHUMACHER Vice President	(i)	205,099	54,973	16,017	39,750	20,405	336,244	0
	(ii)	0	0	0	0	0	0	0
8MAYANNA FRAMZONE Vice President	(i)	200,039	52,137	15,622	39,750	20,375	327,923	0
	(ii)	0	0	0	0	0	0	0
9STANLEY WEIG Staff Vice President	(i)	185,328	25,973	9,867	39,750	0	260,918	0
	(ii)	0	0	0	0	0	0	0
10LOTTIE ELAM Local Association Services	(i)	147,683	15,451	8,625	26,005	7,550	205,314	0
	(ii)	0	0	0	0	0	0	0

SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization CALIFORNIA ASSOCIATION OF REALTORS	Employer identification number 95-0594790
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990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section A, line 2	Line 2 explanation - THE CALIFORNIA ASSOCIATION OF REALTORS HAS 830 MEMBERS ON ITS BOARD OF DIRECTORS ALTHOUGH NO AFFIRMATIVE EFFORT HAS BEEN MADE TO DETAIL ALL OF THE RELATIONSHIPS, THERE ARE SOME FAMILY RELATIONSHIPS AND SOME DIRECTORS FROM THE SAME REAL ESTATE FIRM AS SOME REAL ESTATE FIRMS HAVE MORE THAN 1,000 AGENTS MANY OF THE DIRECTORS MAY BE AFFILIATED WITH THE SAME REAL ESTATE FIRM AND NOT KNOW THAT OTHERS FROM THE SAME FIRM ARE DIRECTORS NO OFFICER, DIRECTOR, TRUSTEE OR KEY EMPLOYEE HAS REPORTED ANY BUSINESS OR FAMILY RELATIONSHIP WITH ANY OTHER OFFICER, DIRECTOR, TRUSTEE OR KEY EMPLOYEE
Form 990, Part VI, Section A, line 6	Line 6 explanation - CLASSES OF MEMBERS THE MEMBERS OF THE ASSOCIATION CONSIST OF NINE CLASSES MEMBER BOARDS, REALTOR MEMBERS, REALTOR ASSOCIATE MEMBERS, STUDENT MEMBERS, AFFILIATE MEMBERS, ALLIED INDUSTRY MEMBERS, INSTITUTE AFFILIATE MEMBERS, HONORARY MEMBERS FOR LIFE, AND HONORARY MEMBERS MEMBER BOARDS MEMBER BOARDS ARE THOSE ORGANIZATIONS INCLUDING THOSE KNOWN IN THE INDUSTRY AS A REALTY BOARD, ASSOCIATION OF REALTORS OR BOARD OF REALTORS, ALL OF WHOSE REALTOR AND REALTOR ASSOCIATE MEMBERS ARE EITHER (1) LICENSEES OF THE DEPARTMENT OF REAL ESTATE OF THE STATE OF CALIFORNIA, OR ANY SUCCESSOR THEREOF, (THE "DRE") OR APPRAISERS CERTIFIED OR LICENSED BY THE CALIFORNIA OFFICE OF REAL ESTATE APPRAISERS (OREA") REALTOR MEMBERS -REAL ESTATE BROKERS AND REAL ESTATE SALESMEN LICENSED BY THE DRE WHO ARE CLASSIFIED BY MEMBER BOARDS AS REALTOR MEMBERS OF SUCH MEMBER BOARDS OR WHO ARE OUTSIDE THE JURISDICTION OF ANY MEMBER BOARD SALESPERSONS MUST BE ASSOCIATED AS INDEPENDENT CONTRACTORS WITH OR ENGAGED AS EMPLOYEES BY A BROKER REALTOR MEMBER - APPRAISERS CERTIFIED OR LICENSED BY THE OREA WHO ARE CLASSIFIED BY MEMBER BOARDS AS REALTOR MEMBERS OF SUCH MEMBER BOARDS OR WHO ARE OUTSIDE THE JURISDICTION OF ANY MEMBER BOARD REALTOR ASSOCIATE MEMBERS -REAL ESTATE SALESMEN OR BROKERS LICENSED BY THE DRE WHO ARE REALTOR ASSOCIATE MEMBERS OF MEMBER BOARDS AND WHO ARE ASSOCIATED AS INDEPENDENT CONTRACTORS WITH, OR ARE ENGAGED AS EMPLOYEES BY, REALTOR MEMBERS OF MEMBER BOARDS - APPRAISERS CERTIFIED OR LICENSED BY THE OREA WHO ARE CLASSIFIED BY MEMBER BOARDS AS REALTOR-ASSOCIATE MEMBERS OF SUCH MEMBER BOARDS STUDENT MEMBERS INDIVIDUALS ENROLLING IN OR EXPRESSING AN INTEREST IN STUDYING REAL ESTATE WHO ARE CLASSIFIED BY MEMBER BOARDS AS STUDENT MEMBERS OF SUCH MEMBER BOARDS OR THOSE WHO ARE QUALIFIED BUT NOT ELIGIBLE AT A LOCAL MEMBER BOARD INDIVIDUALS ARE NOT ELIGIBLE FOR STUDENT MEMBERSHIP IF THEY ARE QUALIFIED TO BE A REALTOR OR REALTOR-ASSOCIATE MEMBER AFFILIATE MEMBERS PERSONS, CORPORATIONS OR PARTNERSHIPS INCLUDING PROPERTY OWNERS AND OTHERS WHO ARE NOT ACTIVELY ENGAGED IN THE REAL ESTATE BUSINESS AS A BROKER OR SALESMAN OR CERTIFIED OR LICENSED APPRAISER IN THE STATE OF CALIFORNIA, WHO SUPPORT THE OBJECTS AND PURPOSES OF THE STATE ASSOCIATION ALLIED INDUSTRY MEMBERS PERSONS, CORPORATIONS OR PARTNERSHIPS INCLUDING PROPERTY OWNERS AND OTHERS WHO ARE NOT ACTIVELY ENGAGED IN THE REAL ESTATE BUSINESS AS A BROKER OR SALESMAN OR CERTIFIED OR LICENSED APPRAISER IN THE STATE OF CALIFORNIA, WHO SUPPORT THE OBJECTS AND PURPOSES OF THE STATE ASSOCIATION INSTITUTE AFFILIATE MEMBERS INSTITUTE AFFILIATE MEMBERS THAT ARE WHO HOLD A PROFESSIONAL DESIGNATION AWARDED BY A QUALIFIED INSTITUTE, SOCIETY OR COUNCIL AFFILIATED WITH THE NATIONAL ASSOCIATION OF REALTORS THAT ADDRESSES A SPECIALTY AREA OTHER THAN RESIDENTIAL BROKERAGE OR INDIVIDUALS WHO OTHERWISE HOLD A CLASS OR MEMBERSHIP IN SUCH INSTITUTE, SOCIETY OR COUNCIL THAT CONFERS THE RIGHT TO VOTE OR HOLD OFFICE HONORARY MEMBERSHIPS REALTOR AND REALTOR- ASSOCIATE MEMBERS OF THE STATE ASSOCIATION WHO HAVE FAITHFULLY SERVED THE ASSOCIATION FOR A PERIOD OF TWENTY FIVE (25) YEARS, OR MORE, AND WHO HAVE ATTAINED THE AGE OF SEVENTY FIVE (75) YEARS AND HAVE BEEN ELECTED AN HONORARY MEMBER FOR LIFE

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
Form 990, Part VI, Section A, line 7a	Line 7a explanation - DELEGATES SELECTED BY MEMBERS BOARDS ALSO SERVE AS DIRECTORS THIS IS THE BULK OF THE DIRECTORS A SMALL NUMBER OF DIRECTORS SERVE BY VIRTUE OF OTHER POSITIONS SUCH AS OFFICERS AND COMMITTEE CHAIRS, AMONG OTHERS, AS PER THE BYLAWS THE DELEGATES EXERCISE AUTHORITY OF THE MEMBERS OF THE CALIFORNIA ASSOCIATION OF REALTORS
Form 990, Part VI, Section A, line 7b	Line 7b explanation - DECISIONS BY THE BOARD OF DIRECTORS ARE SUBJECT TO APPROVAL BY THE MEMBERS THROUGH THE DELEGATE BODY WHEN SUCH DECISIONS ARE REQUIRED BY CALIFORNIA LAW TO BE APPROVED BY THE MEMBERS THE ELECTED OFFICERS OF THE ASSOCIATION HAVE AUTHORITY TO ACT FOR THE ASSOCIATION BETWEEN MEETINGS IN ADDITION, THE LEGAL ACTION FUND HAS LIMITED AUTHORITY OF THE BOARD FOR LIMITED SPECIAL PURPOSES

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
Form 990, Part VI, Section B, line 11	FORM 990 IS PREPARED BY AN INDEPENDENT CPA AND REVIEWED AND APPROVED BY MANAGEMENT THE ELECTED OFFICERS HAVE AUTHORITY TO ACT ON BEHALF OF THE CALIFORNIA ASSOCIATION OF REALTORS BETWEEN MEETINGS OF THE 830-MEMBER BOARD OF DIRECTORS AND WERE PROVIDED WITH A COPY OF THIS FORM 990 BEFORE IT WAS FILED
Form 990, Part VI, Section B, line 12c	ALL EMPLOYEES ARE SUBJECT TO AN ONGOING CONFLICT OF INTERESTS POLICY AS ARE ALL OFFICERS AND DIRECTORS THE CONFLICTS POLICY IS DISTRIBUTED TO ALL DIRECTORS VIA AN ONLINE SURVEY THAT ALL ARE REQUIRED TO COMPLETE DUE TO THE SIZE OF THE 830-MEMBER BOARD, THE DIRECTORS ARE ROUTINELY REMINDED ABOUT THE CONFLICTS POLICY AND THE NEED TO DISCLOSE EACH TIME THEY APPROACH A MICROPHONE AND TO RECUSE THEMSELVES IF VOTING ON AN ISSUE INVOLVING A CONFLICT

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
Form 990, Part VI, Section B, line 15	THE ORGANIZATION ANNUALLY CONDUCTS A STUDY OF ITS EXECUTIVE POSITIONS USING MARKET-BASED COMPENSATION SURVEY SOURCES IN ORDER TO VALIDATE ITS PAY AND BENEFITS REMAIN AT COMPETITIVE LEVELS
Form 990, Part VI, Section C, line 18	FORM 990 IS AVAILABLE DIRECTLY FROM THE ORGANIZATION, OR CAN ALSO BE FOUND ON THE INTERNET AT GUIDESTAR.ORG

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
Form 990, Part VI, Section C, line 19	GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICIES, AND FINANCIAL STATEMENTS ARE AVAILABLE TO EXECUTIVE STAFF AND THE BOARD OF DIRECTORS UPON REQUEST FROM THE GENERAL PUBLIC, THE ORGANIZATION WILL PROVIDE ACCESS TO THESE DOCUMENTS AS REQUIRED BY LAW

SCHEDULE R  
(Form 990)

Related Organizations and Unrelated Partnerships

OMB No 1545-0047

2015

Open to Public Inspection

Department of the Treasury  
Internal Revenue Service

► Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

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

Name of the organization CALIFORNIA ASSOCIATION OF REALTORS	Employer identification number  95-0594790
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Part I

Identification of Disregarded Entities

Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II

Identification of Related Tax-Exempt Organizations

Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public chanty status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)CALIFORNIA ASSOCIATION OF REALTORS HOUSING AFFORDABILITY FUND 525 SOUTH VIRGIL AVENUE  LOS ANGELES, CA 90020 91-2157935	PUBLIC CHARITY MAKING HOUSING AFFORDABILITY GRANTS	CA	501(C)(3)	LINE 11A	N/A		No
(2)CALIFORNIA ASSOCIATION OF REALTORS EDUCATION FOUNDATION 525 SOUTH VIRGIL AVENUE  LOS ANGELES, CA 90020 20-2696963	PUBLIC CHARITY MAKING EDUCATION GRANTS	CA	501(C)(3)	LINE 11A	N/A		No
(3)CALIFORNIA ASSOCIATION OF REALTORS SCHOLARSHIP FOUNDATION 525 SOUTH VIRGIL AVENUE  LOS ANGELES, CA 90020 23-7230340	PUBLIC CHARITY AWARDING SCHOLARSHIPS	CA	501(C)(3)	LINE 7	N/A		No
(4)CALIFORNIA ASSOCIATION OF REALTORS ISSUES MOBILIZATION POLITICAL ACTION COM 525 SOUTH VIRGIL AVENUE  LOS ANGELES, CA 90020 95-4167538	POLITICAL ACTION COMMITTEE	CA	501(C)(6)		N/A		No
(5)CALIFORNIA REAL ESTATE POLITICAL ACTION COMMITTEEFEDERAL - C A R 525 SOUTH VIRGIL AVENUE  LOS ANGELES, CA 90020 95-6485939	POLITICAL ACTION COMMITTEE	CA	527		N/A		No
(6)CALIFORNIA REAL ESTATE POLITICAL ACTION COMMITTEE - C A R 525 SOUTH VIRGIL AVENUE  LOS ANGELES, CA 90020 46-4472410	POLITICAL ACTION COMMITTEE	CA	527		N/A		No
(7)CALIFORNIA REAL ESTATE INDEPENDENT EXPENDITURE COMMITTEE - C A R 525 SOUTH VIRGIL AVENUE  LOS ANGELES, CA 90020 46-4464088	POLITICAL ACTION COMMITTEE	CA	527		N/A		No



Part III

Identification of Related Organizations Taxable as a Partnership

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
(1) RE FORMSNET LLC  18025 15 MILE ROAD CLINTON TOWNSHIP, MI 48035 95-4768690	E-FORMS	MI	CA ASSOC OF REALTORS					No			No	64 540 %

Part IV

Identification of Related Organizations Taxable as a Corporation or Trust

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No
REAL ESTATE BUSINESS (1)SERVICES INC  525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 95-3779066	REALTOR PRODUCTS	CA	CALIFORNIA ASSOCIATION OF REALTORS	C			100 000 %		No
REAL ESTATE BUSINESS (2)TECHNOLOGIES INC  525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 95-4642567	REALTOR SOFTWARE	CA	CALIFORNIA ASSOCIATION OF REALTORS	C			100 000 %		No
(3) CAR HOLDING COMPANY INC  525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 26-2666727	MLS LISTING FOR CAR MEMBERS	CA	N/A	C					No
(4) CAR co CALIFORNIA ASSOC OF REALTORS  525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020	NAME PROTECTION	CA	CALIFORNIA ASSOCIATION OF REALTORS	C			100 000 %		No
CALIFORNIA REAL ESTATE (5)ASSOCIATION INC  525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020	NAME PROTECTION	CA	CALIFORNIA ASSOCIATION OF REALTORS	C			100 000 %		No
(6)FINOM INC  525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 46-2463419	NAME PROTECTION	CA	CALIFORNIA ASSOCIATION OF REALTORS	C			100 000 %		No

**Part V Transactions With Related Organizations** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

**Note.** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule

<b>1</b> During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		<b>Yes</b>	<b>No</b>
<b>a</b> Receipt of <b>(i)</b> interest, <b>(ii)</b> annuities, <b>(iii)</b> royalties, or <b>(iv)</b> rent from a controlled entity . . . . .	<b>1a</b>	<b>Yes</b>	
<b>b</b> Gift, grant, or capital contribution to related organization(s) . . . . .	<b>1b</b>		<b>No</b>
<b>c</b> Gift, grant, or capital contribution from related organization(s) . . . . .	<b>1c</b>		<b>No</b>
<b>d</b> Loans or loan guarantees to or for related organization(s) . . . . .	<b>1d</b>	<b>Yes</b>	
<b>e</b> Loans or loan guarantees by related organization(s) . . . . .	<b>1e</b>	<b>Yes</b>	
<b>f</b> Dividends from related organization(s) . . . . .	<b>1f</b>		<b>No</b>
<b>g</b> Sale of assets to related organization(s) . . . . .	<b>1g</b>		<b>No</b>
<b>h</b> Purchase of assets from related organization(s) . . . . .	<b>1h</b>		<b>No</b>
<b>i</b> Exchange of assets with related organization(s) . . . . .	<b>1i</b>		<b>No</b>
<b>j</b> Lease of facilities, equipment, or other assets to related organization(s) . . . . .	<b>1j</b>		<b>No</b>
<b>k</b> Lease of facilities, equipment, or other assets from related organization(s) . . . . .	<b>1k</b>	<b>Yes</b>	
<b>l</b> Performance of services or membership or fundraising solicitations for related organization(s) . . . . .	<b>1l</b>	<b>Yes</b>	
<b>m</b> Performance of services or membership or fundraising solicitations by related organization(s) . . . . .	<b>1m</b>	<b>Yes</b>	
<b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) . . . . .	<b>1n</b>	<b>Yes</b>	
<b>o</b> Sharing of paid employees with related organization(s) . . . . .	<b>1o</b>	<b>Yes</b>	
<b>p</b> Reimbursement paid to related organization(s) for expenses . . . . .	<b>1p</b>	<b>Yes</b>	
<b>q</b> Reimbursement paid by related organization(s) for expenses . . . . .	<b>1q</b>		<b>No</b>
<b>r</b> Other transfer of cash or property to related organization(s) . . . . .	<b>1r</b>		<b>No</b>
<b>s</b> Other transfer of cash or property from related organization(s) . . . . .	<b>1s</b>		<b>No</b>

**2** If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
See Additional Data Table			

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

[illegible]

**Part VII**   **Supplemental Information**

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

Return Reference	Explanation
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**Additional Data**

**Software ID:**  
**Software Version:**  
**EIN:** 95-0594790  
**Name:** CALIFORNIA ASSOCIATION OF REALTORS

**Form 990, Schedule R, Part II - Identification of Related Tax-Exempt Organizations**

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c) (3))	(f) Direct controlling entity	(g) Section 512 (b)(13) controlled entity?	
						Yes	No
CALIFORNIA ASSOCIATION OF REALTORS HOUSING AFFORDABILITY FUND 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 91-2157935	PUBLIC CHARITY MAKING HOUSING AFFORDABILITY GRANTS	CA	501(C)(3)	LINE 11A	N/A		No
CALIFORNIA ASSOCIATION OF REALTORS EDUCATION FOUNDATION 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 20-2696963	PUBLIC CHARITY MAKING EDUCATION GRANTS	CA	501(C)(3)	LINE 11A	N/A		No
CALIFORNIA ASSOCIATION OF REALTORS SCHOLARSHIP FOUNDATION 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 23-7230340	PUBLIC CHARITY AWARDING SCHOLARSHIPS	CA	501(C)(3)	LINE 7	N/A		No
CALIFORNIA ASSOCIATION OF REALTORS ISSUES MOBILIZATION POLITICAL ACTION COM 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 95-4167538	POLITICAL ACTION COMMITTEE	CA	501(C)(6)		N/A		No
CALIFORNIA REAL ESTATE POLITICAL ACTION COMMITTEEFEDERAL - C A R 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 95-6485939	POLITICAL ACTION COMMITTEE	CA	527		N/A		No
CALIFORNIA REAL ESTATE POLITICAL ACTION COMMITTEE - C A R 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 46-4472410	POLITICAL ACTION COMMITTEE	CA	527		N/A		No
CALIFORNIA REAL ESTATE INDEPENDENT EXPENDITURE COMMITTEE - C A R 525 SOUTH VIRGIL AVENUE LOS ANGELES, CA 90020 46-4464088	POLITICAL ACTION COMMITTEE	CA	527		N/A		No

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

<b>(a)</b> Name of related organization		<b>(b)</b> Transaction type(a-s)	<b>(c)</b> Amount Involved	<b>(d)</b> Method of determining amount involved
<b>(1)</b>	RE FORMSNET LLC	D	127,174	CONTRACT
<b>(1)</b>	RE FORMSNET LLC	E	801,282	CONTRACT
<b>(2)</b>	RE FORMSNET LLC	L	454,500	CONTRACT
<b>(3)</b>	RE FORMSNET LLC	M	2,935,170	CONTRACT
<b>(4)</b>	REAL ESTATE BUSINESS SERVICES INC	A	89,215	CONTRACT
<b>(5)</b>	REAL ESTATE BUSINESS SERVICES INC	D	543,365	CONTRACT
<b>(6)</b>	REAL ESTATE BUSINESS SERVICES INC	L	1,029,341	CONTRACT
<b>(7)</b>	REAL ESTATE BUSINESS SERVICES INC	M	603,200	CONTRACT
<b>(8)</b>	REAL ESTATE BUSINESS SERVICES INC	Q	548,700	CONTRACT
<b>(9)</b>	REAL ESTATE BUSINESS TECHNOLOGIES INC	A	327,012	CONTRACT
<b>(10)</b>	REAL ESTATE BUSINESS TECHNOLOGIES INC	D	372,012	CONTRACT
<b>(11)</b>	CAR HOLDING COMPANY INC	D	634,002	CONTRACT