

Form 990  Department of the Treasury Internal Revenue Service	Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) ▶ Do not enter social security numbers on this form as it may be made public. ▶ Information about Form 990 and its instructions is at www.irs.gov/form990	OMB No 1545-0047 2015 Open to Public Inspection
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A For the 2015 calendar year, or tax year beginning 04-01-2015 , and ending 03-31-2016			
B Check if applicable ☐ Address change ☐ Name change ☐ Initial return ☐ Final return/terminated ☐ Amended return ☐ Application pending	C Name of organization Kentucky Highlands Investment Corp		D Employer identification number 61-0673339
	Doing business as		E Telephone number (606) 864-5175
	Number and street (or P O box if mail is not delivered to street address) PO Box 1738	Room/suite	
	City or town, state or province, country, and ZIP or foreign postal code London, KY 407431738		G Gross receipts \$ 7,748,062
	F Name and address of principal officer JERRY RICKETT PO Box 1738 London, KY 407431738		
I Tax-exempt status ☐ 501(c)(3) ☒ 501(c)(4) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527		H(a) Is this a group return for subordinates? ☐ Yes ☒ No	
J Website: ▶ WWW.KHIC.ORG		H(b) Are all subordinates included? ☐ Yes ☐ No If "No," attach a list (see instructions)	
K Form of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶		H(c) Group exemption number ▶	
		L Year of formation 1968	M State of legal domicile KY

Part I	Summary
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Activities & Governance	1 Briefly describe the organization's mission or most significant activities To provide and retain Employment Opportunities in Southeastern Kentucky through sound investments and management assistance		
	2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	15
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	15
	5 Total number of individuals employed in calendar year 2015 (Part V, line 2a)	5	25
6 Total number of volunteers (estimate if necessary)	6	0	
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0	
b Net unrelated business taxable income from Form 990-T, line 34	7b	0	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	1,977,521	3,807,981
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	3,098,267	3,645,202
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	6,264	-776,773
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	344,649	230,278
		5,426,701	6,906,688
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	0	0
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	3,122,305	3,471,844
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b Total fundraising expenses (Part IX, column (D), line 25) $\blacktriangleright$ 0		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	1,179,375	1,357,990
	18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	4,301,680	4,829,834
	19 Revenue less expenses Subtract line 18 from line 12	1,125,021	2,076,854
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	79,135,864	81,950,589
	21 Total liabilities (Part X, line 26)	18,248,105	19,368,637
	22 Net assets or fund balances Subtract line 21 from line 20	60,887,759	62,581,952

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

Sign Here	*****			2017-02-06	
	Signature of officer			Date	
	brenda mcdaniel CFO				
	Type or print name and title				
Paid Preparer Use Only	Pnnt/Type preparer's name M Melinda Karns		Preparer's signature M Melinda Karns		Date 2017-02-06
			Check ☐ if self-employed		PTIN P00743346
	Firm's name ► Blue & Co LLC				Firm's EIN ► 35-1178661
	Firm's address ► 250 West Main Street Suite 2900 Lexington, KY 40507				Phone no (859) 253-1100

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

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

Kentucky Highlands Investment Corporation (KHIC), London, Kentucky was founded in 1968 as Job Start Corporation as a part of the War on Poverty. KHIC started with a ninecounty service area and has expanded to twentytwo counties. These counties have chronically high rates of unemployment and poverty. This hilly, rural area has only four population centers with more than 5,000 residents. But with technology, good highways, loyal employees and lower cost of living it is an increasingly attractive area for new businesses. It has created or maintained more than 21,800 jobs by investing in more than 725 businesses including 239 farmrelated recipients with 12,409 jobs in its current portfolio of investments (as of 03/31/16). KHIC has been a vibrant catalyst for change in its target area. Its investment portfolio produces annual sales revenues of more than \$1 billion and annual wages of more than \$135 million. However, KHIC'S primary concern for the area is poverty. The poverty rate in the targeted investment area averaged 28.6 percent in 2014 and median household income was only \$29,131. Unemployment is consistently higher in the area by several percentage points than for the state or the nation. In 2003, KHIC expanded its service area to include an additional ten contiguous counties all evidencing extreme poverty, loweducational attainment, and high unemployment as well as other aspects of persistent economic distress. Since its founding, KHIC has been involved in a variety of business lending related to real estate development, including lending for community facilities, manufacturing and industrial plant development, and office space. KHIC has developed close to \$10 million in industrial real estate projects directly and has provided approximately \$77 million in financing to companies for industrial and commercial real estate development. As lead agency for the Kentucky Highlands Empowerment Zone (KHEZ), KHIC has successfully managed millions of dollars of federal, state and local resources, leveraging more than \$145 million of private resources on behalf of the communities throughout the Empowerment Zone and resulting in more than 3,500 net new jobs from KHEZ investments. As a result of KHIC's business investments in the Empowerment Zone, three counties in the Zone have experienced a 31.1% decrease in the poverty rate, compared to a drop of 16.8% in Kentucky and a 5.3% decline nationally. Kentucky Highlands provides an opportunity to businesses in its footprint to receive sophisticated financial services otherwise unavailable in the area. Access to financing, access to training, access to national level programs are the key attributes which differ Kentucky Highlands and its staff. Most individuals are long time employees, familiar with the region and its constituents, and passionate about the economic aspirations of its citizens and businesses. On January 7, 2014, President Obama named Kentucky Highlands Investment Corporation, in partnership with eight counties in southeastern Kentucky, as the first rural Promise Zone in the nation. Promise Zone is a federal designation of a geographic area containing no more than 200,000 in population and that 20% or more of the population lives in poverty. The initiative aims to reverse factors that lead to poverty through a strategic alignment of federal agencies working together in concert with bottom-up strategic development plans at the local and regional level. The Kentucky Highlands Promise Zone (KHPZ) conducts its work through a network of sector-focused (economic development, housing, healthcare, local food systems, broadband and education) led by community leaders. Committees comprised of public sector, nonprofit and for profit business representatives conduct their work across sectors to build alliances leading to fresh perspectives to address old problems. Ultimately, the implementation of the KHPZ strategic plan is to open avenues to a more diversified and vibrant economy that is less dependent upon the coal mining industry. Development of human capital is at the core of the initiative. Measurements of program success include jobs created, increased tax base, decreased government spending on social programs, technology improvements, crime reduction and an increase of private investment.

[illegible][illegible]

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

Form 990 (2015)

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	No
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 	2	Yes
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	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	No
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	Yes
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX 	11d	No
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 	11e	No
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 	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	Yes
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b	No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15	No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17	No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	

Part IV Checklist of Required Schedules *(continued)*

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

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

Form **990** (2015)

Part VI Governance, Management, and Disclosure

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O	15	
1b	Enter the number of voting members included in line 1a, above, who are independent	15	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	No
6	Did the organization have members or stockholders?	6	No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	No
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
a	The governing body?	8a	Yes
b	Each committee with authority to act on behalf of the governing body?	8b	Yes
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	No

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

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

Section C. Disclosure

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

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
BRENDA MCDANIEL PO BOX 1738 LONDON, KY 40743 (606) 864-5175

Part VII

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

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

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

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

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

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

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

(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			
(1) ROBERT DRUIN DIRECTOR	1 00	X						3,850	0	0
(2) ROBERT FENTRESS DIRECTOR	1 00	X						3,850	0	0
(3) RICHARD FOLEY DIRECTOR	1 00	X						3,850	0	0
(4) OSCAR GAYLE HOUSE DIRECTOR	1 00	X						3,850	0	0
(5) JENNIFER JONES DIRECTOR	1 00	X						3,150	0	0
(6) WILLIAM SINGLETON DIRECTOR	10 00	X						12,000	0	0
(7) WILLIAM SMITH DIRECTOR	1 00	X						3,500	0	0
(8) JANE CARTER DIRECTOR	1 00	X						3,850	0	0
(9) SERENA STRATTON DIRECTOR	1 00	X						3,850	0	0
(10) LONNIE RILEY DIRECTOR	1 00	X						3,500	0	0
(11) greene keith DIRECTOR	1 00	X						3,850	0	0
(12) BILL BERTRAM DIRECTOR	1 00	X						3,850	0	0
(13) KENNETH CATRON DIRECTOR	1 00	X						3,850	0	0
(14) MARY PURKEY DIRECTOR	1 00	X						3,500	0	0

Part VII

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(15) CLARENCE BO GREEN DIRECTOR	1 00	X						3,500	0	0
(16) JERRY RICKETT PRESIDENT	40 00			X				323,281	0	58,853
(17) BRENDA MCDANIEL VICE PRESIDENT & CFO	40 00			X				245,688	0	57,847
(18) RUBY ADAMS SECRETARY	40 00			X				38,377	0	25,894
(19) MARK BOLINGER VICE PRESIDENT OF BUSINESS	40 00			X				141,552	0	39,606
(20) MICHAEL HAYES SPECIAL PROJECTS COORDINAT	40 00					X		124,844	0	38,184
(21) MELISSA CONN INVESTMENT ANALYST	40 00					X		106,201	0	29,492
(22) CINDY BOWLES controller	40 00					X		106,301	0	29,824
(23) BILL SCHUTTERS BUSINESS DEVELOPMENT SPECI	40 00					X		166,194	0	33,246
(24) edgar davis busiNESS DEVELOPMENT SPECI	40 00					X		101,283	0	32,419
(25) L RAY MONCRIEF Former VP & COO	40 00						X	235,190	0	57,135
1b Sub-Total ▶										
c Total from continuation sheets to Part VII, Section A ▶										
d Total (add lines 1b and 1c) ▶								1,652,711	0	402,500

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 ▶ 9			
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			Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3	Yes	
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5		No

Section B. Independent Contractors

1	Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year		
(A) Name and business address	(B) Description of services	(C) Compensation	
wayne manufactured structures 110 startdust ave monticello, KY 42633	manufactured housing costs	760,640	
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 ▶ 1		

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	2,771,760				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	1,036,221				
	g	Noncash contributions included in lines 1a-1f \$						
	h	Total. Add lines 1a-1f			3,807,981			
Program Service Revenue			Business Code					
	2a	Interest income from program inve	523000	2,166,004	2,166,004			
	b	management fees (net of indirect	541610	1,170,048	1,170,048			
	c	Interest from working capital fin	523000	255,812	255,812			
	d	Rental Income	531120	34,335	34,335			
	e	loan origination fees	523000	19,003	19,003			
	f	All other program service revenue						
	g	Total. Add lines 2a-2f			3,645,202			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		64,601			64,601	
	4	Income from investment of tax-exempt bond proceeds . . .						
	5	Royalties						
	6a	(i) Real		(ii) Personal				
		Gross rents						
		b Less rental expenses						
		c Rental income or (loss)						
	d	Net rental income or (loss)						
	7a	(i) Securities		(ii) Other				
		Gross amount from sales of assets other than inventory						
		b Less cost or other basis and sales expenses		841,374				
		c Gain or (loss)		-841,374				
	d	Net gain or (loss)		-841,374	-841,374			
	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	BAD DEBT RECOVERY		900099	149,380	149,380			
b	RETURN CHECK FEES		900099	570	570			
c								
d	All other revenue			80,328	80,328			
e	Total. Add lines 11a-11d			230,278				
12	Total revenue. See Instructions			6,906,688	3,034,106	0	64,601	

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

☐		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.					
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.				
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.	821,712	652,439	169,273	
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.	1,792,203	1,423,007	369,196	
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).	296,678	235,562	61,116	
9	Other employee benefits.	421,704	334,833	86,871	
10	Payroll taxes.	139,547	110,800	28,747	
11	Fees for services (non-employees):				
a	Management.				
b	Legal.	28,339		28,339	
c	Accounting.	48,226		48,226	
d	Lobbying.				
e	Professional fundraising services. See Part IV, line 17.				
f	Investment management fees.				
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	55,842	44,115	11,727	
12	Advertising and promotion.	61,276	48,408	12,868	
13	Office expenses.	97,170	77,153	20,017	
14	Information technology.	34,978	27,773	7,205	
15	Royalties.				
16	Occupancy.	185,726	147,466	38,260	
17	Travel.	117,325	93,156	24,169	
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19	Conferences, conventions, and meetings.	53,996	42,873	11,123	
20	Interest.	349,221	349,221		
21	Payments to affiliates.				
22	Depreciation, depletion, and amortization.	147,055	147,055		
23	Insurance.	57,021	45,275	11,746	
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	Miscellaneous fees and	53,311	42,329	10,982	
b	Bad debt expense	42,818	42,818		
c	Dues and subscriptions	7,923	6,291	1,632	
d					
e	All other expenses	17,763	14,104	3,659	
25	Total functional expenses. Add lines 1 through 24e.	4,829,834	3,884,678	945,156	0
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 ☐ 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				1	-2
	2	Savings and temporary cash investments			18,026,241	2	11,386,831
	3	Pledges and grants receivable, net			192,257	3	1,537,715
	4	Accounts receivable, net			3,909,279	4	2,881,720
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L				5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L				6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges				9	
	10a	Land, buildings, and equipment—cost or other basis. Complete Part VI of Schedule D	10a	6,339,316			
	b	Less: accumulated depreciation	10b	818,416	4,537,691	10c	5,520,900
	11	Investments—publicly traded securities				11	
	12	Investments—other securities. See Part IV, line 11				12	
	13	Investments—program-related. See Part IV, line 11			52,466,447	13	60,452,906
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11			3,949	15	170,519
	16	Total assets. Add lines 1 through 15 (must equal line 34)			79,135,864	16	81,950,589
Liabilities	17	Accounts payable and accrued expenses			931,483	17	893,421
	18	Grants payable				18	
	19	Deferred revenue			12,455	19	12,455
	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			17,304,167	23	18,462,761
	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				25	
	26	Total liabilities. Add lines 17 through 25			18,248,105	26	19,368,637
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here ☐ and complete lines 27 through 29, and lines 33 and 34.						
	27	Unrestricted net assets				27	
	28	Temporarily restricted net assets				28	
	29	Permanently restricted net assets				29	
	Organizations that do not follow SFAS 117 (ASC 958), check here ☒ and complete lines 30 through 34.						
	30	Capital stock or trust principal, or current funds			60,887,759	30	62,581,952
	31	Paid-in or capital surplus, or land, building or equipment fund			0	31	0
	32	Retained earnings, endowment, accumulated income, or other funds			0	32	0
	33	Total net assets or fund balances			60,887,759	33	62,581,952
	34	Total liabilities and net assets/fund balances			79,135,864	34	81,950,589

Part XI **Reconciliation of Net Assets**

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	6,906,688
2	Total expenses (must equal Part IX, column (A), line 25)	2	4,829,834
3	Revenue less expenses Subtract line 2 from line 1	3	2,076,854
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . .	4	60,887,759
5	Net unrealized gains (losses) on investments	5	-382,661
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	62,581,952

Part XII **Financial Statements and Reporting**

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

		Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	Yes	
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	Yes	

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

► Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
► Attach to Form 990.
Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
Kentucky Highlands Investment Corp

Employer identification number
61-0673339

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

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

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

1

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

☐ Preservation of land for public use (e g , recreation or education)
☐ Protection of natural habitat
☐ Preservation of open space

☐ Preservation of an historically important land area
☐ Preservation of a certified historic structure

2

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

	Held at the End of the Year
a	Total number of conservation easements
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register

3

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

4

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

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6

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

7

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

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9

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

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

1a

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

b

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

(i)

Revenue included on Form 990, Part VIII, line 1

► \$

(ii)

Assets included in Form 990, Part X

► \$

2

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

a

Revenue included on Form 990, Part VIII, line 1

► \$

b

Assets included in Form 990, Part X

► \$

Part III

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

(continued)

3

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

a

☐

Public exhibition

b

☐

Scholarly research

c

☐

Preservation for future generations

d

☐

Loan or exchange programs

e

☐

Other

4

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

5

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

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements.

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

1a

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

☐ Yes

☐ No

b

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

	Amount
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

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

b

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

4

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

Part VI

Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a	Land	522,174		522,174
b	Buildings	5,595,056	603,089	4,991,967
c	Leasehold improvements			
d	Equipment	222,086	215,327	6,759
e	Other			
Total.	Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c))			5,520,900

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

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

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

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

Part XIII Supplemental Information

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

Return Reference	Explanation

Part XIII

Supplemental Information *(continued)*

Return Reference	Explanation

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization Kentucky Highlands Investment Corp	Employer identification number 61-0673339
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Part I Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel ☐ Travel for companions ☐ Tax indemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e g , maid, chauffeur, chef)		
b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain		
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	Yes	
3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☒ Compensation committee ☒ Independent compensation consultant ☒ Form 990 of other organizations ☐ Written employment contract ☒ Compensation survey or study ☒ Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization: a Receive a severance payment or change-of-control payment?		No
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?		No
c Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III	Yes	
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of: a The organization?		No
b Any related organization? If "Yes," on line 5a or 5b, describe in Part III		No
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of: a The organization?	Yes	
b Any related organization? If "Yes," on line 6a or 6b, describe in Part III		No
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	Yes	
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III		No
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column(B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 JERRY RICKETT PRESIDENT	(i)	304,592	12,691	5,998	34,851	24,002	382,134	0
	(ii)	0	0	0	0	0	0	0
2 BRENDA MCDANIEL VICE PRESIDENT & CFO	(i)	232,896	9,704	3,088	31,819	26,028	303,535	0
	(ii)	0	0	0	0	0	0	0
3 MARK BOLINGER VICE PRESIDENT OF BUSINESS	(i)	135,332	5,651	569	15,469	24,137	181,158	0
	(ii)	0	0	0	0	0	0	0
4 MICHAEL HAYES SPECIAL PROJECTS COORDINAT	(i)	118,336	4,991	1,517	12,846	25,338	163,028	0
	(ii)	0	0	0	0	0	0	0
5 BILL SCHUTTERS BUSINESS DEVELOPMENT SPECI	(i)	152,472	5,744	7,978	19,338	13,908	199,440	0
	(ii)	0	0	0	0	0	0	0
6 L RAY MONCRIEF Former VP & COO	(i)	195,675	0	39,515	30,170	26,965	292,325	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

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

Return Reference	Explanation
Part I, Line 3	A COMPENSATION COMMITTEE CONSISTING OF BOARD MEMBERS IS APPOINTED BY THE BOARD CHAIRMAN. THE COMMITTEE REVIEWS AND SETS POLICY REGARDING COMPENSATION. IN ADDITION, THE ORGANIZATION PARTICIPATES IN AN ANNUAL COMPTON SURVEY AND THE SALARIES OF ALL EMPLOYEES REVIEWED FOR COMPARABILITY USING INFORMATION PROVIDED BY COMPTON AND OTHER SOURCES. ADDITIONALLY, THE COMPENSATION COMMITTEE REVIEWS THE PERFORMANCE OF THE PRESIDENT AND CEO IN RELATION TO THE STRATEGIC PLAN AND GOALS OF THE ORGANIZATION WHICH IS APPROVED ANNUALLY BY THE BOARD OF DIRECTORS. THE COMPARABLE SALARIES RELATE TO VENTURE FUND MANAGERS, CFO'S, ETC. ON SEPTEMBER 13, 1989, THE IRS ISSUED A FAVORABLE DETERMINATION OF THE TOTAL COMPENSATION ARRANGEMENT (INCLUDING INCENTIVE COMPENSATION). IN ADDITION, IN 2016 THE ORGANIZATION HIRED A THIRD PARTY COMPENSATION CONSULTANT TO DETERMINE THE REASONABLENESS OF THE COMPENSATION OF THE OFFICERS, EXECUTIVES AND KEY EMPLOYEES. THE CONSULTANTS DETERMINED THE ORGANIZATION'S SALARIES AND BENEFITS WERE REASONABLE and CONSISTENT WITH IRS GUIDANCE OUTLINED IN IRC 4958.
Part I, Line 6	ON SEPTEMBER 13, 1989, THE ORGANIZATION RECEIVED A FAVORABLE IRS DETERMINATION REGARDING ITS INCENTIVE COMPENSATION PLAN. THE PLAN PROVIDES FOR TWO BONUS POOLS. ALL EMPLOYEES ARE ELIGIBLE TO BE CHOSEN FOR PARTICIPATION. THE FIRST POOL IS BASED ON THE LESSER OF 20% OF SALARIES OF EMPLOYEES CHOSEN FOR PARTICIPATION OR PROGRAM SERVICE INTEREST INCOME (NET OF EXPENSE) AND PROGRAM SERVICE RENTAL INCOME. THE SECOND POOL IS BASED ON 20% OF REALIZED GAINS ON THE SALE OF PROGRAM SERVICE INVESTMENTS. THE TOTAL BONUS POOL IS ALLOCATED TO THE FOLLOWING GROUPS: GROUP I - EXECUTIVE OFFICERS; GROUP II - SENIOR INVESTMENT OFFICERS SELECTED FOR PARTICIPATION BY THE CEO; GROUP III - INVESTMENT ANALYSTS SELECTED FOR PARTICIPATION BY THE CEO; GROUP IV - ADMINISTRATIVE SUPPORT PERSONNEL SELECTED FOR PARTICIPATION BY THE CEO.
Part I, Line 7	THE ORGANIZATION PAID BONUSES EQUAL TO ONE MONTH'S BASE COMPENSATION TO ALL EMPLOYEES. THE BONUSES WERE DETERMINED BY THE BOARD OF DIRECTORS.

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.

OMB No 1545-0047

2015**Open to Public
Inspection**Name of the organization
Kentucky Highlands Investment Corp**Employer identification number**

61-0673339

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section B, line 11	THE FORM 990 IS REVIEWED BY THE AUDIT COMMITTEE OF THE BOARD OF DIRECTORS PRIOR TO FILING ANY COMMENTS/QUESTIONS ARE ADDRESSED AND THE RETURN IS FILED AFTER RESOLUTION
Form 990, Part VI, Section B, line 12c	ANY CONFLICTS OF INTEREST ARE DISCLOSED AT BOARD OF DIRECTORS MEETINGS AND RECORDED IN THE MINUTES, TO BE FOLLOWED UP BY THE BOARD CHAIRMAN AND/OR PRESIDENT

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Section B, line 15	A COMPENSATION COMMITTEE CONSISTING OF BOARD MEMBERS IS APPOINTED BY THE BOARD CHAIRMAN THE COMMITTEE REVIEWS AND SETS POLICY REGARDING COMPENSATION IN ADDITION, THE ORGANIZATION PARTICIPATES IN AN ANNUAL COMPDATA SURVEY AND THE SALARIES OF ALL EMPLOYEES REVIEWED FOR COMPARABILITY USING INFORMATION PROVIDED BY COMPDATA AND OTHER SOURCES ADDITIONALLY, THE COMPENSATION COMMITTEE REVIEWS THE PERFORMANCE OF THE PRESIDENT AND CEO IN RELATION TO THE STRATEGIC PLAN AND GOALS OF THE ORGANIZATION WHICH IS APPROVED ANNUALLY BY THE BOARD OF DIRECTORS THE COMPARABLE SALARIES RELATE TO VENTURE FUND MANAGERS, CFO'S, ETC ON SEPTEMBER 13, 1989, THE IRS ISSUED A FAVORABLE DETERMINATION OF THE TOTAL COMPENSATION ARRANGEMENT (INCLUDING INCENTIVE COMPENSATION) IN ADDITION, IN 2016 THE ORGANIZATION HIRED A THIRD PARTY COMPENSATION CONSULTANT TO DETERMINE THE REASONABLENESS OF COMPENSATION FOR OFFICERS, EXECUTIVES AND KEY EMPLOYEES THE CONSULTANTS DETERMINED THE ORGANIZATION'S SALARIES AND BENEFITS WERE REASONABLE and CONSISTENT WITH IRS GUIDANCE OUTLINED IN IRC 4958
Form 990, Part VI, Section C, line 19	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VII	THE SALARIES AND FRINGE BENEFITS REPORTED ON THIS FORM 990 REPRESENT 100% OF THE ORGANIZATION'S COSTS, HOWEVER, \$273,489 OF THOSE COSTS ARE CHARGED TO SUBSIDIARY / INVESTEE COMPANIES FOR SERVICES PROVIDED TO THEM
FORM 990, PART XI, LINE 2C	THERE WAS NO CHANGE IN THE PROCESS FROM PRIOR YEARS

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization
Kentucky Highlands Investment Corp

Related Organizations and Unrelated Partnerships

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

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

OMB No 1545-0047

2015

Open to Public Inspection

Employer identification number

61-0673339

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

Part II Identification of Related Tax-Exempt Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.							
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)KENTUCKY HIGHLANDS COMMUNITY DEVELOPMENT CORPORATION PO BOX 1738 LONDON, KY 407431738 61-1253192	TO PROMOTE THE TAX-EXEMPT MISSION OF KENTUCKY HIGHLANDS INVESTMENT CORP	KY	501(C)(3)	11, TYPE I		Yes	
(2)CENTRAL APPALACHIAN RURAL INVESTMENT CORPORATION PO BOX 1738 LONDON, KY 407431738 20-4870639	TO PROMOTE THE TAX-EXEMPT MISSION OF KENTUCKY HIGHLANDS INVESTMENT CORP	KY	501(C)(3)	11, TYPE I	N/A		No
(3)APPALACHIAN FUND MANAGEMENT INC PO BOX 1738 LONDON, KY 407431738 61-1399975	TO PROMOTE THE TAX-EXEMPT MISSION OF KENTUCKY HIGHLANDS INVESTMENT CORP	KY	501(C)(3)	11, TYPE I	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	
See Additional Data Table												

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
KENTUCKY HIGHLANDS DEVELOPMENT (1)CORPORATION PO BOX 1738 LONDON, KY 40743 61-0988883	ECONOMIC DEVELOPMENT/HOLDING COMPANY	KY		C		6,126,206	100 000 %		No
KENTUCKY HIGHLANDS (2)MANAGEMENT COMPANY PO BOX 1738 LONDON, KY 40743 61-1160436	MANAGEMENT SERVICES	KY		C	3,045	407,869	100 000 %		No
(3) MOUNTAIN VENTURES INC PO BOX 1738 LONDON, KY 40743 61-0951041	VENTURE CAPITAL	KY		C	66,278	1,706,470	100 000 %		No
(4) KENTUCKY HIGHLANDS REAL ESTATE CORP PO BOX 1738 LONDON, KY 40743 61-0899617	REAL ESTATE RENTAL	KY		C	-66,704	674,809	100 000 %		No
(5)PATRIOT INDUSTRIES INC PO BOX 9091 MONTICELLO, KY 426330909 61-1319181	MANUFACTURING/CUT AND SEW	KY		C	247,200	2,042,922	65 490 %		No
(6)Sumter Corporation Po BOX 1738 LondON, KY 40743 46-3642311	manuFACTURING	KY		C	9,530	1,493,118	65 000 %		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

1

During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

a

Receipt of (i) interest, (ii)annuities, (iii)royalties, or(iv)rent from a controlled entity

b

Gift, grant, or capital contribution to related organization(s)

c

Gift, grant, or capital contribution from related organization(s)

d

Loans or loan guarantees to or for related organization(s)

e

Loans or loan guarantees by related organization(s)

f

Dividends from related organization(s)

g

Sale of assets to related organization(s)

h

Purchase of assets from related organization(s)

i

Exchange of assets with related organization(s)

j

Lease of facilities, equipment, or other assets to related organization(s)

k

Lease of facilities, equipment, or other assets from related organization(s)

l

Performance of services or membership or fundraising solicitations for related organization(s)
.

m

Performance of services or membership or fundraising solicitations by related organization(s)

n

Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o

Sharing of paid employees with related organization(s)

p

Reimbursement paid to related organization(s) for expenses

q

Reimbursement paid by related organization(s) for expenses

r

Other transfer of cash or property to related organization(s)

s

Other transfer of cash or property from related organization(s)

Yes

No

1a

Yes

1b

No

1c

No

1d

No

1e

No

1f

No

1g

No

1h

No

1i

No

1j

No

1k

No

1l

Yes

1m

No

1n

Yes

1o

Yes

1p

No

1q

No

1r

No

1s

No

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: 61-0673339
Name: Kentucky Highlands Investment Corp

Form 990, Schedule R, Part III - Identification of Related Organizations Taxable as a Partnership

(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) Disproprtionate 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	
SOUTHERN APPALACHIAN FUND LP PO BOX 1738 LONDON, KY 407431738 61-1419569	NEW MARKETS VENTURE CAPITAL INVESTMENTS	DE	APPALACHIAN FUND MANAGEMENT COMPANY INC	RELATED	-56,450	36,554		No		Yes		13 500 %
MERITUS VENTURES LP PO BOX 1738 LONDON, KY 407431738 20-4862339	VENTURE CAPITAL - RBIC	DE	CENTRAL APPALACHIAN RURAL INVESTMENT CORPORATION	RELATED	-223,209	-480,415		No		Yes		13 990 %
rockcastle county hospital cde llc pO BOX 1738 lONDON, KY 407431738 27-1476172	NEW MARKETS VENTURE CAPITAL INVESTMENTS	KY		reLATED	32,005	642		No		Yes		0 010 %
rockcastle wellness llc pO BOX 1738 lONDON, KY 407431738 45-1535860	nEW MARKETS VENTURE CAPITAL INVESTMENTS	KY		rELATED	1,998	200,158		No		Yes		4 540 %
wazoo investments CDE LLC pO BOX 1738 lONDON, KY 407431738 27-2675635	nEW MARKETS VENTURE CAPITAL INVESTMENTS	KY		rELATED		15		No		Yes		0 010 %
ROCKCAstle county hospital cde II llc PO BOX 1738 LONDON, KY 407431738 46-2592469	NEW MARKETS VENTURE CAPITAL INVESTMENTS	KY		RELATED	13,027	261		No		Yes		0 010 %
ROCKCASTLE WELLNESS II LLC PO BOX 1738 LONDON, KY 407431738 46-2757848	NEW MARKETS VENTURE CAPITAL INVESTMENTS	KY		RELATED	999	100,077		No		Yes		0 010 %
KENTUCKY HIGHLANDS COMMUNITY INVESTMENTS LLC PO BOX 1738 LONDON, KY 407431738 20-0165917	NEW MARKETS VENTURE CAPITAL INVESTMENTS	KY		RELATED	1	34		No		Yes		0 010 %

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

(a) Name of related organization		(b) Transaction type(a-s)	(c) Amount Involved	(d) Method of determining amount involved
(1)	PATRIOT INDUSTRES INC	A	30,879	fmv interest rate
(1)	SOUTHERN APPALACHIAN FUND LP	L	103,176	MANAGEMENT FEES - CONTRACTUAL
(2)	MERITUS VENTURES LP	L	400,800	MANAGEMENT FEES - CONTRACTUAL
(3)	ROCKCASTLE COUNTY HOSPITAL CDE LLC	L	32,000	MANAGEMENT FEES - CONTRACTUAL
(4)	kentucky highlands community development corp	O	157,356	COST REIMBURSEMENT
(5)	ROCKCASTLE COUNTY HOSPITAL CDE II LLC	L	13,025	MANAGEMENT FEES - CONTRACTUAL
(6)	Sumter Corporation	A	10,576	fmv interest rate
(7)	kentucky highlands Development corp	O	21,319	cOST REIMBURSEMENT
(8)	kentucky highlands management corp	O	2,630	cOST REIMBURSEMENT
(9)	kentucky highlands Real Estate Corp	O	26,578	cOST REIMBURSEMENT
(10)	mountain Ventures Inc	O	65,607	cOST REIMBURSEMENT