



See a Social Security Number? Say Something!
Report Privacy Problems to <https://public.resource.org/privacy>
Or call the IRS Identity Theft Hotline at 1-800-908-4490



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

A For the 2015 calendar year, or tax year beginning 07-01-2015, and ending 06-30-2016

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization: IRONWORKERS LOCAL UNION 396
 Doing business as:
 Number and street (or P O box if mail is not delivered to street address) Room/suite: 2500 SOUTH 59TH STREET
 City or town, state or province, country, and ZIP or foreign postal code: SAINT LOUIS, MO 63110

D Employer identification number: 43-0193473
E Telephone number: (314) 647-3008
G Gross receipts \$ 5,693,145

F Name and address of principal officer: THOMAS MCNEIL JR, 2500 SOUTH 59TH STREET, SAINT LOUIS, MO 63110

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
 If "No," attach a list (see instructions)
H(c) Group exemption number ▶

I Tax-exempt status: 501(c)(3) 501(c) (5) (insert no) 4947(a)(1) or 527

J Website: ▶ N/A

K Form of organization: Corporation Trust Association Other ▶
L Year of formation: 1924
M State of legal domicile: MO

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
 LABOR UNION LOCAL THAT PROMOTES THE ECONOMIC WELL-BEING OF IRON WORKERS

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	20
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	20
5 Total number of individuals employed in calendar year 2015 (Part V, line 2a)	5	49
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

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	0	0
9 Program service revenue (Part VIII, line 2g)	3,334,180	4,456,725
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	198,568	161,420
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	94,251	109,570
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,626,999	4,727,715
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)	1,324,932	1,369,820
16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	2,126,776	1,916,553
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	3,451,708	3,286,373
19 Revenue less expenses Subtract line 18 from line 12	175,291	1,441,342

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	6,789,592	8,401,006
21 Total liabilities (Part X, line 26)	55,046	68,717
22 Net assets or fund balances Subtract line 21 from line 20	6,734,546	8,332,289

Part II Signature Block

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

Sign Here
 Signature of officer: _____ Date: 2016-10-04
 THOMAS MCNEIL JR FINANCIAL OFFICER
 Type or print name and title

Paid Preparer Use Only
 Print/Type preparer's name: R CHRISTOPHER MADISON
 Preparer's signature: R CHRISTOPHER MADISON
 Date: 2016-09-26
 Check if self-employed
 PTIN: P00161684
 Firm's name: ▶ PURK & ASSOCIATES PC
 Firm's EIN: ▶ 26-4532849
 Firm's address: ▶ 1034 SOUTH BRENTWOOD BLVD STE 2000
 Phone no: (314) 884-4000
 SAINT LOUIS, MO 63117

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

LABOR UNION LOCAL THAT PROMOTES THE ECONOMIC WELL-BEING OF IRON WORKERS

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 \$)
VARIOUS ACTIVITIES TO PROMOTE THE ECONOMIC WELL-BEING OF IRON WORKERS

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)? <i>If "Yes," complete Schedule A</i>		No
2	Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)?		No
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		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? <i>If "Yes," complete Schedule C, Part II</i>		
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? <i>If "Yes," complete Schedule C, Part III</i>		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? <i>If "Yes," complete Schedule D, Part I</i> <input checked="" type="checkbox"/>		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> <input checked="" type="checkbox"/>		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> <input checked="" type="checkbox"/>		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i> <input checked="" type="checkbox"/>		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i> <input checked="" type="checkbox"/>		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI.</i> <input checked="" type="checkbox"/>	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> <input checked="" type="checkbox"/>		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> <input checked="" type="checkbox"/>		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> <input checked="" type="checkbox"/>		No
e	Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> <input checked="" type="checkbox"/>		No
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> <input checked="" type="checkbox"/>	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> <input checked="" type="checkbox"/>	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i> <input checked="" type="checkbox"/>		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?		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? <i>If "Yes," complete Schedule F, Parts I and IV</i>		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? <i>If "Yes," complete Schedule F, Parts II and IV</i>		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? <i>If "Yes," complete Schedule F, Parts III and IV</i>		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? <i>If "Yes," complete Schedule G, Part I</i> (see instructions)		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? <i>If "Yes," complete Schedule G, Part II</i>		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		No
20a	Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		

Part IV Checklist of Required Schedules *(continued)*

21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <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		No
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		
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		
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		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b		
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	

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

Main form area containing questions 1a through 14b with corresponding input fields and Yes/No columns.

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		
	1a 20		
1b	Enter the number of voting members included in line 1a, above, who are independent		
	1b 20		
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?	Yes	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6	Did the organization have members or stockholders?	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	Yes	
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
8a	The governing body?	Yes	
8b	Each committee with authority to act on behalf of the governing body?	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		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?		No
10b	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?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	Yes	
11b	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		No
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?		
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done		
13	Did the organization have a written whistleblower policy?		No
14	Did the organization have a written document retention and destruction policy?		No
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	The organization's CEO, Executive Director, or top management official	Yes	
15b	Other officers or key employees of the organization	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?		No
16b	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?		

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed <input checked="" type="checkbox"/> MO
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. <input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> Other (explain in Schedule O)
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year
20	State the name, address, and telephone number of the person who possesses the organization's books and records <input checked="" type="checkbox"/> THOMAS MCNEIL JR 2500 SOUTH 59TH STREET SAINT LOUIS, MO 63110 (314) 647-3008

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

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 HUNT BUSINESS AGENT	2 00	X					90,217	0	449	
(2) MARVIN DUNCAN TRUSTEE	2 00	X					0	0	0	
(3) JAY MASON EXECUTIVE COMMITTEE	2 00	X					0	0	0	
(4) RON JARVIS EXECUTIVE COMMITTEE	2 00	X					80	0	0	
(5) JEREMY JARVIS TRUSTEE	2 00	X					0	0	0	
(6) DONALD ROBERTSON BUSINESS AGENT	40 00	X		X			90,040	0	1,004	
(7) MICHAEL BUTLER BUSINESS AGENT	40 00	X					91,026	0	1,016	
(8) JEREMIAH BATES EXECUTIVE COMMITTEE	2 00	X					0	0	0	
(9) ROBERT WATSON EXECUTIVE COMMITTEE	2 00	X					1,641	0	0	
(10) MARK PENROD JR EXECUTIVE COMMITTEE	2 00	X					80	0	0	
(11) CRAIG WEBER TRUSTEE	2 00	X					0	0	0	
(12) BRYAN GIER EXAMINING COMMITTEE	2 00	X					0	0	0	
(13) DAVID DARR EXAMINING COMMITTEE	2 00	X					0	0	0	
(14) SCOTT BARNES EXAMINING COMMITTEE	2 00	X					0	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) MICHAEL HEIBECK RECORDING SECRETARY	2 00			X				4,103	0	0
(16) TRAVIS BARNES VICE PRESIDENT	2 00			X				4,103	0	0
(17) CARL FAULKNER SGT AT ARMS	2 00			X				0	0	0
(18) WILLIAM BRENNELL PRESIDENT	40 00			X				90,942	0	941
(19) THOMAS MCNEIL JR BUSINESS MANAGER/ FIN SEC	40 00			X				99,024	0	917
(20) MARK CROWE CONDUCTOR	2 00			X				80	0	0
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								471,336	0	4,327

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 **0**

	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>		No
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>		No
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>		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

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 **0**

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			Business Code				
	2a	ASSESSMENTS	813930	3,887,656	3,887,656		
	b	MEMBERSHIP DUES	813930	533,402	533,402		
	c	INITIATION FEES	813930	35,667	35,667		
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		4,456,725			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		148,837		148,837	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6a	Gross rents	(i) Real	(ii) Personal			
	b	Less rental expenses					
	c	Rental income or (loss)					
	d	Net rental income or (loss)					
	7a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
			978,013				
	b	Less cost or other basis and sales expenses	965,430				
	c	Gain or (loss)	12,583				
	d	Net gain or (loss)		12,583		12,583	
	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	ADVANCES FROM TARGET	900099	89,405	89,405			
b	MISCELLANEOUS	900099	20,165	20,165			
c							
d	All other revenue						
e	Total. Add lines 11a-11d		109,570				
12	Total revenue. See Instructions		4,727,715	4,566,295	0	161,420	

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				
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	483,718			
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	252,030			
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	146,647			
9	Other employee benefits	429,336			
10	Payroll taxes	58,089			
11	Fees for services (non-employees)				
a	Management				
b	Legal	2,742			
c	Accounting	28,234			
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)				
12	Advertising and promotion	21,636			
13	Office expenses	140,410			
14	Information technology				
15	Royalties				
16	Occupancy	26,548			
17	Travel				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	29,085			
20	Interest				
21	Payments to affiliates	708,249			
22	Depreciation, depletion, and amortization	55,921			
23	Insurance	32,784			
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	CONTRACTOR PAYMENTS	582,425			
b	FIELD STEWARD EXPENSE	77,368			
c	EXPENSES OF UNION OFFIC	74,120			
d	MISCELLANEOUS	52,104			
e	All other expenses	84,927			
25	Total functional expenses. Add lines 1 through 24e	3,286,373			
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) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	349,356	1	1,565,971
	2 Savings and temporary cash investments	231,140	2	251,186
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	250	4	82
	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 815,644		
	b Less accumulated depreciation	10b 417,643	339,860	10c 398,001
	11 Investments—publicly traded securities	5,854,703	11	6,172,132
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	14,283	15	13,634
16 Total assets. Add lines 1 through 15 (must equal line 34)	6,789,592	16	8,401,006	
Liabilities	17 Accounts payable and accrued expenses	55,046	17	68,717
	18 Grants payable		18	
	19 Deferred revenue		19	
	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		25	
	26 Total liabilities. Add lines 17 through 25	55,046	26	68,717
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	6,734,546	27	8,332,289
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	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 Total net assets or fund balances	6,734,546	33	8,332,289	
34 Total liabilities and net assets/fund balances	6,789,592	34	8,401,006	

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	4,727,715
2	Total expenses (must equal Part IX, column (A), line 25)	2	3,286,373
3	Revenue less expenses Subtract line 2 from line 1	3	1,441,342
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	6,734,546
5	Net unrealized gains (losses) on investments	5	156,401
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	8,332,289

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

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.

Department of the Treasury Internal Revenue Service

Name of the organization IRONWORKERS LOCAL UNION 396

Employer identification number 43-0193473

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two questions about donor advisement.

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

Form for Part II Conservation Easements. Includes questions about purpose of easements, number of easements, and monitoring expenses. Includes a table for 'Held at the End of the Year' with rows 2a, 2b, 2c, 2d.

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.

Form for Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Includes questions about reporting works of art and historical treasures.

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?

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?

Table with 2 columns: Description (1c-1f) and Amount. Rows include Beginning balance, Additions during the year, Distributions during the year, and Ending balance.

- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?

- 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.

Table with 6 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows include Beginning of year balance, Contributions, Net investment earnings, gains, and losses, Grants or scholarships, Other expenditures for facilities and programs, Administrative expenses, and 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:

Small table with 2 columns: Yes, No. Rows for 3a(i) unrelated organizations, 3a(ii) related organizations, and 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.

Table with 5 columns: Description of property, (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows include Land, Buildings, Leasehold improvements, Equipment, Other, and Total.

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	4,884,116
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a	156,401	
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	156,401
3	Subtract line 2e from line 1		3	4,727,715
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	0
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)		5	4,727,715

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	3,286,373
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	0
3	Subtract line 2e from line 1		3	3,286,373
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	0
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)		5	3,286,373

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 X, LINE 2	THE LOCAL ALSO FOLLOWS GAAP FOR ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES, WHICH PRESCRIBES A RECOGNITION THRESHOLD AND MEASUREMENT ATTRIBUTE FOR FINANCIAL STATEMENT RECOGNITION AND MEASUREMENT OF A TAX POSITION TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN FOR THOSE BENEFITS TO BE RECOGNIZED, A TAX POSITION MUST MORE-LIKELY-THAN-NOT BE SUSTAINED UPON EXAMINATION BY TAXING AUTHORITIES A LIKELIHOOD OF MORE THAN 50 PERCENT IS APPLIED TO THE MEANING OF MORE-LIKELY-THAN NOT THE LOCAL'S MANAGEMENT IS OF THE OPINION THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS TO BE ACCOUNTED FOR IN THE FINANCIAL STATEMENTS UNDER THE RULES THE LOCAL RECOGNIZES INTEREST AND PENALTIES, IF ANY, RELATED TO UNRECOGNIZED TAX BENEFITS IN INTEREST EXPENSE

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
IRONWORKERS LOCAL UNION 396

Employer identification number

43-0193473

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 2	RON JARVIS SERVES AS A MEMBER OF THE EXECUTIVE COMMITTEE WHILE JEREMY JARVIS SERVES AS A TRUSTEE. THE TWO ARE RELATED, HOWEVER, THE LOCAL DOES NOT FEEL THERE ARE ANY ISSUES HAVING BOTH SERVE CONCURRENTLY
FORM 990, PART VI, SECTION A, LINE 6	UNION MEMBERS ARE INITIATED INTO THE LOCAL UNION
FORM 990, PART VI, SECTION A, LINE 7A	ALL JOURNEY MAN UNION MEMBERS THAT ARE IN GOODSTANDING AT THE TIME OF ELECTIONS ARE ELIGIBLE TO RUN AND VOTE FOR EACH OFFICE OF THE EXECUTIVE BOARD (GOVERNING BODY)
FORM 990, PART VI, SECTION A, LINE 7B	THE GOVERNING BODY MAKES RECOMMENDATIONS TO THE MEMBERSHIP, BUT FINAL APPROVAL OF ALL DECISIONS IS SUBJECT TO VOTE BY THE JOURNEY MEN MEMBERSHIP
FORM 990, PART VI, SECTION B, LINE 11	MEMBERS OF THE BOARD OF DIRECTORS RECEIVE A DRAFT COPY OF THE TAX RETURN VIA ELECTRONIC MAIL FOR REVIEW WITH A REASONABLE AMOUNT OF TIME TO REVIEW AND PROVIDE QUESTIONS OR COMMENTS TO THE TAX PREPARER BEFORE RETURN IS TIMELY FILED
FORM 990, PART VI, SECTION B, LINE 12	TAXPAYER DOES NOT CURRENTLY HAVE A WRITTEN CONFLICT OF INTEREST POLICY ENACTED. THE ORGANIZATION IS CURRENTLY REVIEWING THE IMPLEMENTATION OF SUCH A POLICY
FORM 990, PART VI, SECTION B, LINE 15	COMPENSATION IS BASED ON UNION WAGES
FORM 990, PART VI, SECTION C, LINE 19	TAX PAYER MAKES PUBLICLY AVAILABLE ONLY THOSE DOCUMENTS REQUIRED UNDER FEDERAL LAW
FORM 990, PART VII, SECTION A	THE SALARY AND BENEFITS INFORMATION FOR THE TRUSTEES WHO COULD BE CONSIDERED RELATED TO THE FUND IS REPORTED ON THE RESPECTIVE FORM 990'S FOR THE ENTITIES THAT PAY THE TRUSTEE'S SALARIES AND BENEFITS
FORM 990, PART XII, LINE 2C	NO CHANGES FROM THE PRIOR YEAR

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No 1545-0047

2015

**Open to Public
Inspection**

▶ 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.

Department of the Treasury
Internal Revenue Service

Name of the organization
IRONWORKERS LOCAL UNION 396

Employer identification number

43-0193473

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

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	

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
See Additional Data Table									

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		No
1b		No
1c		No
1d		No
1e		No
1f		No
1g		No
1h		No
1i		No
1j		No
1k		No
1l		No
1m		No
1n		No
1o		No
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

Part VII Supplemental Information

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

Return Reference**Explanation**

Additional Data

Software ID:
Software Version:
EIN: 43-0193473
Name: IRONWORKERS LOCAL UNION 396

Form 990, Schedule R, Part IV - Identification of Related Organizations Taxable as a Corporation or Trust

(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
A & M SPECIALTY CONTRACTING LLC (1) 396	CONTRIBUTING EMPLOYER	MO							No
(1) A A ERECTION INC 396	CONTRIBUTING EMPLOYER	MO							No
(2) AR CONTRACT GLAZING 396	CONTRIBUTING EMPLOYER	MO							No
(3) AA GLASS LLC DBA ALL ABOUT GLASS 396	CONTRIBUTING EMPLOYER	MO							No
(4) ACME CONSTRUCTORS INC 396	CONTRIBUTING EMPLOYER	MO							No
(5) ACME CONSTRUCTORS INC 396NMA	CONTRIBUTING EMPLOYER	MO							No
(6) ACME ERECTORS INC 396	CONTRIBUTING EMPLOYER	MO							No
(7) ADVANCED STEEL ERECTORS LLC 396	CONTRIBUTING EMPLOYER	IL							No
(8) A-H STEEL ERECTORS 396	CONTRIBUTING EMPLOYER	MO							No
(9) ALBERICI CONSTRUCTORS INC 396	CONTRIBUTING EMPLOYER	MO							No
(10) ALLIANCE GLAZING TECHNOLOGY 396	CONTRIBUTING EMPLOYER	IL							No
(11) AMERICAN BRIDGE COMPANY 396	CONTRIBUTING EMPLOYER	PA							No
(12) AMERICAN INDUSTRIAL DOOR INC 396	CONTRIBUTING EMPLOYER	MI							No
(13) ARGYLE SECURITY GROUP 396	CONTRIBUTING EMPLOYER	TX							No
(14) ARNING COMPANIES INC 396	CONTRIBUTING EMPLOYER	MO							No

Form 990, Schedule R, Part IV - Identification of Related Organizations Taxable as a Corporation or Trust									
(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
(16) ASSOCIATED GENERAL CONTRACTORS 396	CONTRIBUTING EMPLOYER	MO							No
(1) AUTOMATIC SYSTEMS INC 396	CONTRIBUTING EMPLOYER	MO							No
(2) B & P CONSTRUCTION CO INC 396	CONTRIBUTING EMPLOYER	MO							No
(3) BAM CONTRACTING 396	CONTRIBUTING EMPLOYER	MO							No
(4) BANTA & STUDE CONSTRUCTION 396	CONTRIBUTING EMPLOYER	MO							No
(5) BELLEVILLE FENCE COMPANY 396	CONTRIBUTING EMPLOYER	IL							No
(6) BEN HUR CONSTRUCTION CO 396	CONTRIBUTING EMPLOYER	MO							No
(7) BENSON INDUSTRIES 396	CONTRIBUTING EMPLOYER	OR							No
(8) BHI ENERGY SPECIALITY SERVICES 396	CONTRIBUTING EMPLOYER	SC							No
(9) BIG BOY'S STEEL ERECTION INC 396	CONTRIBUTING EMPLOYER	MO							No
BROCKMILLER CONSTRUCTION (10) COMPANY 396	CONTRIBUTING EMPLOYER	MO							No
(11) BROTHERS GLASS & GLAZING LLC 396	CONTRIBUTING EMPLOYER	MO							No
(12) BSI CONSTRUCTORS INC 396	CONTRIBUTING EMPLOYER	MO							No
(13) BUCHHEIT CONCRETE INC 396	CONTRIBUTING EMPLOYER	MO							No
(14) BUMPY'S STEEL ERECTION 396	CONTRIBUTING EMPLOYER	IL							No

Form 990, Schedule R, Part IV - Identification of Related Organizations Taxable as a Corporation or Trust									
(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
(31) CHESTERFIELD FENCE 396	CONTRIBUTING EMPLOYER	MO							No
(1) COLLINS & HERMANN INC 396	CONTRIBUTING EMPLOYER	MO							No
(2) CONCRETE STRATEGIES 396	CONTRIBUTING EMPLOYER	MO							No
(3) D & S FENCING COMPANY INC 396	CONTRIBUTING EMPLOYER	MO							No
(4) DEARBORN MID-WEST CONVEYOR CO 396	CONTRIBUTING EMPLOYER	MI							No
DNRB INC DBA FASTRACK ERECTORS (5) 396	CONTRIBUTING EMPLOYER	MO							No
(6) DOHERTY STEEL INC 396	CONTRIBUTING EMPLOYER	KS							No
(7) DON SCHNEIDERS EXCAVATING CO 396	CONTRIBUTING EMPLOYER	MO							No
(8) DOWNSTATE STEEL ERECTORS INC 396	CONTRIBUTING EMPLOYER	IL							No
(9) DUKE & DUKE SERVICES INC 396	CONTRIBUTING EMPLOYER	MI							No
(10) DYWIDAG SYSTEMS 396	CONTRIBUTING EMPLOYER	IL							No
(11) FEDERAL STEEL & ERECTION CO 396	CONTRIBUTING EMPLOYER	IL							No
(12) FENIX CONSTRUCTION 396	CONTRIBUTING EMPLOYER	MO							No
(13) FREEDOM FENCE LLC 396	CONTRIBUTING EMPLOYER	MO							No
(14) G & L CORPORATION 396	CONTRIBUTING EMPLOYER	IN							No

Form 990, Schedule R, Part IV - Identification of Related Organizations Taxable as a Corporation or Trust									
(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
(46) HARRIS DAVIS REBAR 396	CONTRIBUTING EMPLOYER	CA							No
(1) HB CONSTRUCTORS 396	CONTRIBUTING EMPLOYER	MO							No
(2) HELMKAMP CONSTRUCTION CO 396	CONTRIBUTING EMPLOYER	IL							No
(3) ILLINI EXCAVATION & RECLAMAT 396	CONTRIBUTING EMPLOYER	IL							No
INDUSTRIAL MAINTENANCE & MECH (4) SERV 396	CONTRIBUTING EMPLOYER	MO							No
(5) INNOVATIVE BUILDING CONCEPTS 396	CONTRIBUTING EMPLOYER	MO							No
(6) IRON WORKERS LOCAL 396	CONTRIBUTING EMPLOYER	MO							No
(7) IRONMASTERS STEEL 396	CONTRIBUTING EMPLOYER	MO							No
(8) IRONMASTERS INC 396	CONTRIBUTING EMPLOYER	MO							No
(9) J B FENCE & FABRICATION INC 396	CONTRIBUTING EMPLOYER	MO							No
(10) J B FENCE 396	CONTRIBUTING EMPLOYER	MO							No
(11) J E DUNN CONSTRUCTION 396	CONTRIBUTING EMPLOYER	MO							No
(12) JAMES H DREW CORPORATION 396	CONTRIBUTING EMPLOYER	IN							No
(13) KADILEX CONSTRUCTION INC 396	CONTRIBUTING EMPLOYER	IL							No
(14) KCI CONSTRUCTION COMPANY 396	CONTRIBUTING EMPLOYER	MO							No

Form 990, Schedule R, Part IV - Identification of Related Organizations Taxable as a Corporation or Trust									
(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
(61) L H ERECTION COMPANY INC 396	CONTRIBUTING EMPLOYER	MO							No
(1) LANE IRON WORKS 396	CONTRIBUTING EMPLOYER	MO							No
(2) LIBERTY IMPROVEMENTS LLC 396	CONTRIBUTING EMPLOYER	IL							No
(3) LILJA CORP 396	CONTRIBUTING EMPLOYER	CA							No
MAC STEEL ERECTION & WELDING (4) SERVICE 396	CONTRIBUTING EMPLOYER	MO							No
(5) MAXIM CONSTRUCTION INC 396	CONTRIBUTING EMPLOYER	MO							No
(6) MC INDUSTRIAL 396	CONTRIBUTING EMPLOYER	MO							No
(7) MCCARTHY BROTHERS 396	CONTRIBUTING EMPLOYER	MO							No
(8) MIDWEST STEEL INC 396	CONTRIBUTING EMPLOYER	MI							No
(9) MILLSTONE WEBER LLC 396	CONTRIBUTING EMPLOYER	MO							No
MTC CONSTRUCTION DBA K BATES (10) STEEL 396	CONTRIBUTING EMPLOYER	MO							No
(11) NATIONAL MACHINERY & CONVEYOR 396	CONTRIBUTING EMPLOYER	IN							No
(12) NATIONAL STEEL CONSTRUCTION INC 396	CONTRIBUTING EMPLOYER	MO							No
(13) PENN SERVICES LLC 396	CONTRIBUTING EMPLOYER	MO							No
(14) PERFECTION STEEL ERECTION INC 396	CONTRIBUTING EMPLOYER	MO							No

Form 990, Schedule R, Part IV - Identification of Related Organizations Taxable as a Corporation or Trust									
(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
(76) PETERSON INDUSTRIAL SCAFFOLD 396	CONTRIBUTING EMPLOYER	TX							No
(1) PJR & ASSOCIATES INC 396	CONTRIBUTING EMPLOYER	IL							No
(2) PRECISION SURVEILLANCE CORP 396	CONTRIBUTING EMPLOYER	IN							No
(3) PRO-BEL USA INC 396	CONTRIBUTING EMPLOYER	CA							No
(4) R & R BUILDINGS 396	CONTRIBUTING EMPLOYER	MO							No
(5) REBAR SPECIALIST INC 396	CONTRIBUTING EMPLOYER	MO							No
(6) REDNOUR STEEL ERECTORS 396	CONTRIBUTING EMPLOYER	IL							No
(7) ROCKBRANCH IRONWORKS INC 392	CONTRIBUTING EMPLOYER	IL							No
(8) ROCKBRANCH IRONWORKS INC 396	CONTRIBUTING EMPLOYER	IL							No
(9) SAFWAY SERVICES 396	CONTRIBUTING EMPLOYER	TX							No
(10) SCHARF CONSTRUCTION COMPANY 396	CONTRIBUTING EMPLOYER	MO							No
(11) SELECT STEEL SERVICE INC 396	CONTRIBUTING EMPLOYER	MO							No
(12) SHARP ERECTORS INC 396	CONTRIBUTING EMPLOYER	MO							No
(13) SPAN SYSTEMS INC 396	CONTRIBUTING EMPLOYER	NH							No
(14) ST JACOB GLASS 396	CONTRIBUTING EMPLOYER	IL							No

Form 990, Schedule R, Part IV - Identification of Related Organizations Taxable as a Corporation or Trust									
(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
(91) ST LOUIS BRIDGE COMPANY 396	CONTRIBUTING EMPLOYER	MO							No
(1) ST LOUIS STEEL CONSTRUCTION LLC 396	CONTRIBUTING EMPLOYER	MO							No
(2) STANDARD CARTAGE COMPANY 396	CONTRIBUTING EMPLOYER	MI							No
SWEETENS CONCRETE SERVICES LLC (3) 396	CONTRIBUTING EMPLOYER	MO							No
(4) TARLTON CORPORATION 396	CONTRIBUTING EMPLOYER	MO							No
(5) THE BOLDT COMPANY 396	CONTRIBUTING EMPLOYER	WI							No
(6) UNITED IRONWORKERS BUMPYS STEEL ERECTION 396	CONTRIBUTING EMPLOYER	IL							No
(7) UNITED IRONWORKERS INC 396	CONTRIBUTING EMPLOYER	IL							No
(8) UTILITY WELDING & IRONWORKS 396	CONTRIBUTING EMPLOYER	MO							No
VEE-JAY CEMENT CONTRACTING CO (9) 396	CONTRIBUTING EMPLOYER	MO							No
(10) W & L STEEL ERECTORS INC 396	CONTRIBUTING EMPLOYER	MO							No
(11) WADDELL CONCRETE INC 396	CONTRIBUTING EMPLOYER	MO							No
(12) WALSH ALBERICI JOINT VENTURE 396	CONTRIBUTING EMPLOYER	IL							No
(13) WALTERS METAL FABRICATION 396	CONTRIBUTING EMPLOYER	IL							No
(14) WEAVER STEEL CONSTRUCTION 396	CONTRIBUTING EMPLOYER	MO							No

Form 990, Schedule R, Part IV - Identification of Related Organizations Taxable as a Corporation or Trust

(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
(106) WESTERN FIREPROOFING 396	CONTRIBUTING EMPLOYER	MO							No
(1) WESTERN SPECIALITY CONTRACTORS 396	CONTRIBUTING EMPLOYER	MO							No
(2) ZUMWALT CORPORATION 396	CONTRIBUTING EMPLOYER	MO							No