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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

2016

Open to Public Inspection

A For the 2016 calendar year, or tax year beginning 01-01-2016 , and ending 12-31-2016

B Check if applicable

☐ Address change

☐ Name change

☐ Initial return

☐ Final

☐ Return/terminated

☐ Amended return

☐ Application pending

C Name of organization

AMERICAN HOTEL & LODGING ASSOCIATION

Doing business as

Number and street (or P O box if mail is not delivered to street address)Room/suite

1250 I STREET NW NO 1100

City or town, state or province, country, and ZIP or foreign postal code

WASHINGTON, DC 20005

F Name and address of principal officer

KATHERINE LUGAR

1250 I STREET NW NO 1100

WASHINGTON, DC 20005

D Employer identification number

13-0432130

E Telephone number

(202) 289-3100

G Gross receipts \$ 20,124,055

I Tax-exempt status

☐ 501(c)(3) ☒ 501(c) ( 6 ) ◀ (insert no ) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW.AHLA.COM

K Form of organization

☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1937

M State of legal domicile NY

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities

THE ASSOCIATION IS THE VOICE OF THE LODGING INDUSTRY, AN ADVOCATE, AND RESOURCE FOR THE SECTOR

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) 76

4 Number of independent voting members of the governing body (Part VI, line 1b) 75

5 Total number of individuals employed in calendar year 2016 (Part V, line 2a) 31

6 Total number of volunteers (estimate if necessary) 75

7a Total unrelated business revenue from Part VIII, column (C), line 12 0

7b Net unrelated business taxable income from Form 990-T, line 34 0

Revenue

8 Contributions and grants (Part VIII, line 1h) 357,129

9 Program service revenue (Part VIII, line 2g) 14,667,526

10 Investment income (Part VIII, column (A), lines 3, 4, and 7d ) 163,094

11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 244,491

12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) 15,432,240

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3 ) 1,791,273

14 Benefits paid to or for members (Part IX, column (A), line 4) 0

15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) 5,005,716

16a Professional fundraising fees (Part IX, column (A), line 11e) 0

16b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0

17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e) 7,461,487

18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25) 14,258,476

19 Revenue less expenses Subtract line 18 from line 12 1,173,764

Net Assets or Fund Balances

20 Total assets (Part X, line 16) 11,462,453

21 Total liabilities (Part X, line 26) 6,175,102

22 Net assets or fund balances Subtract line 21 from line 20 5,287,351

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

KATHERINE LUGAR PRESIDENT/CHIEF EXECUTIVE OFFICER

Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name

DAVID TRIMNER CPA

Preparer's signature

DAVID TRIMNER CPA

Date

Check ☐ if self-employed

PTIN P00444822

Firm's name ▶ CLIFTONLARSONALLEN LLP

Firm's EIN ▶ 41-0746749

Firm's address ▶ 901 N GLEBE ROAD SUITE 200

ARLINGTON, VA 22203

Phone no (571) 227-9500

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form 990 (2016)

**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

TO SERVE THE LODGING INDUSTRY BY PROVIDING REPRESENTATION AT THE NATIONAL LEVEL IN GOVERNMENTAL AFFAIRS, EDUCATION, RESEARCH, COMMUNICATION, DIVERSITY AND VALUE-ADDED SERVICES

**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.

|                     |         |              |                        |               |   |
|---------------------|---------|--------------|------------------------|---------------|---|
| <b>4a</b>           | (Code ) | (Expenses \$ | including grants of \$ | ) (Revenue \$ | ) |
| See Additional Data |         |              |                        |               |   |

|                     |         |              |                        |               |   |
|---------------------|---------|--------------|------------------------|---------------|---|
| <b>4b</b>           | (Code ) | (Expenses \$ | including grants of \$ | ) (Revenue \$ | ) |
| See Additional Data |         |              |                        |               |   |

















|                     |         |              |                        |               |   |
|---------------------|---------|--------------|------------------------|---------------|---|
| <b>4c</b>           | (Code ) | (Expenses \$ | including grants of \$ | ) (Revenue \$ | ) |
| See Additional Data |         |              |                        |               |   |

See Additional Data Table

|              |  |               |   |
|--------------|--|---------------|---|
| <b>4d</b>    | 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  |
|---|------------|-----|
| <b>1</b> 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> . . . . .   | <b>1</b>   | No  |
| <b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)?  . . . . .  | <b>2</b>   | Yes |
| <b>3</b> 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>  . . . . .  | <b>3</b>   | Yes |
| <b>4 Section 501(c)(3) organizations.</b><br>Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year?<br><i>If "Yes," complete Schedule C, Part II</i> . . . . .  | <b>4</b>   |     |
| <b>5</b> 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?<br><i>If "Yes," complete Schedule C, Part III</i>  . . . . .  | <b>5</b>   | Yes |
| <b>6</b> 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?<br><i>If "Yes," complete Schedule D, Part I</i>  . . . . .                                     | <b>6</b>   | No  |
| <b>7</b> 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>  . . . . .   | <b>7</b>   | No  |
| <b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets?<br><i>If "Yes," complete Schedule D, Part III</i>  . . . . .  | <b>8</b>   | No  |
| <b>9</b> 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>  . . . . . | <b>9</b>   | No  |
| <b>10</b> 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>  . . . . .   | <b>10</b>  | No  |
| <b>11</b> 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  |            |     |
| <b>a</b> Did the organization report an amount for land, buildings, and equipment in Part X, line 10?<br><i>If "Yes," complete Schedule D, Part VI</i>  . . . . .  | <b>11a</b> | Yes |
| <b>b</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>  . . . . .   | <b>11b</b> | No  |
| <b>c</b> 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>  . . . . .   | <b>11c</b> | No  |
| <b>d</b> 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>  . . . . .   | <b>11d</b> | No  |
| <b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>  . . . . .   | <b>11e</b> | Yes |
| <b>f</b> 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>  . . . . .  | <b>11f</b> | Yes |
| <b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year?<br><i>If "Yes," complete Schedule D, Parts XI and XII</i>  . . . . .   | <b>12a</b> | No  |
| <b>b</b> Was the organization included in consolidated, independent audited financial statements for the tax year?<br><i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>  . . . . .  | <b>12b</b> | Yes |
| <b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i> . . . . .  | <b>13</b>  | No  |
| <b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States? . . . . .  | <b>14a</b> | No  |
| <b>b</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> . . . . .   | <b>14b</b> | No  |
| <b>15</b> 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> . . . . .   | <b>15</b>  | No  |
| <b>16</b> 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> . . . . .   | <b>16</b>  | No  |
| <b>17</b> 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) . . . . .  | <b>17</b>  | No  |
| <b>18</b> 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> . . . . .   | <b>18</b>  | No  |
| <b>19</b> 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> . . . . .   | <b>19</b>  | No  |

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

|  | Yes | No |
|--|-----|----|
| <b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H . . . . .</i>  |     | No |
| <b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?  |     |    |
| <b>21</b> Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II . . . . .</i>   | Yes |    |
| <b>22</b> Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III . . . . .</i>   |     | No |
| <b>23</b> Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J . . . . .</i>  | Yes |    |
| <b>24a</b> Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a . . . . .</i>                           |     | No |
| <b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . .   |     |    |
| <b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .  |     |    |
| <b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . .   |     |    |
| <b>25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b><br>Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I . . . . .</i>  |     |    |
| <b>b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ?<br><i>If "Yes," complete Schedule L, Part I . . . . .</i>                                     |     |    |
| <b>26</b> Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons?<br><i>If "Yes," complete Schedule L, Part II . . . . .</i>                              |     | No |
| <b>27</b> Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III . . . . .</i> |     | No |
| <b>28</b> Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)   |     |    |
| <b>a</b> A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>  |     | No |
| <b>b</b> A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>   |     | No |
| <b>c</b> An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>   |     | No |
| <b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M . . . . .</i>  |     | No |
| <b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M . . . . .</i>  |     | No |
| <b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I . . . . .</i>  |     | No |
| <b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets?<br><i>If "Yes," complete Schedule N, Part II . . . . .</i>   |     | No |
| <b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I . . . . .</i>  |     | No |
| <b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 . . . . .</i>  | Yes |    |
| <b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)?   | Yes |    |
| <b>b</b> If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>  |     | No |
| <b>36 Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>  |     |    |
| <b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI . . . . .</i>   |     | No |
| <b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .  | Yes |    |

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

|            |  | Yes        | No  |
|------------|--|------------|-----|
| <b>1a</b>  | Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable . . . . .  | <b>1a</b>  | 65  |
| <b>b</b>   | Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable . . . . .   | <b>1b</b>  | 0   |
| <b>c</b>   | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .   | <b>1c</b>  |     |
| <b>2a</b>  | Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return . . . . .  | <b>2a</b>  | 31  |
| <b>b</b>   | If at least one is reported on line 2a, did the organization file all required federal employment tax returns?<br><b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)                   | <b>2b</b>  | Yes |
| <b>3a</b>  | Did the organization have unrelated business gross income of \$1,000 or more during the year? . . . . .  | <b>3a</b>  | No  |
| <b>b</b>   | If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O . . . . .  | <b>3b</b>  |     |
| <b>4a</b>  | At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? . . . . . | <b>4a</b>  | No  |
| <b>b</b>   | If "Yes," enter the name of the foreign country <b>▶</b> _____<br>See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)   |            |     |
| <b>5a</b>  | Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . . .  | <b>5a</b>  | No  |
| <b>b</b>   | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? . . . . .   | <b>5b</b>  | No  |
| <b>c</b>   | If "Yes," to line 5a or 5b, did the organization file Form 8886-T? . . . . .   | <b>5c</b>  |     |
| <b>6a</b>  | Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? . . . . .                                    | <b>6a</b>  | Yes |
| <b>b</b>   | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .  | <b>6b</b>  | Yes |
| <b>7</b>   | <b>Organizations that may receive deductible contributions under section 170(c).</b>   |            |     |
| <b>a</b>   | Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? . . . . .  | <b>7a</b>  |     |
| <b>b</b>   | If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .  | <b>7b</b>  |     |
| <b>c</b>   | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .   | <b>7c</b>  |     |
| <b>d</b>   | If "Yes," indicate the number of Forms 8282 filed during the year . . . . .  | <b>7d</b>  |     |
| <b>e</b>   | Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? . . . . .  | <b>7e</b>  |     |
| <b>f</b>   | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . . .   | <b>7f</b>  |     |
| <b>g</b>   | If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? . . . . .   | <b>7g</b>  |     |
| <b>h</b>   | If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? . . . . .   | <b>7h</b>  |     |
| <b>8</b>   | <b>Sponsoring organizations maintaining donor advised funds.</b><br>Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? . . . . .  | <b>8</b>   |     |
| <b>9a</b>  | Did the sponsoring organization make any taxable distributions under section 4966? . . . . .   | <b>9a</b>  |     |
| <b>b</b>   | Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . . . .  | <b>9b</b>  |     |
| <b>10</b>  | <b>Section 501(c)(7) organizations.</b> Enter  |            |     |
| <b>a</b>   | Initiation fees and capital contributions included on Part VIII, line 12 . . . . .   | <b>10a</b> |     |
| <b>b</b>   | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . . . . .  | <b>10b</b> |     |
| <b>11</b>  | <b>Section 501(c)(12) organizations.</b> Enter   |            |     |
| <b>a</b>   | Gross income from members or shareholders . . . . .  | <b>11a</b> |     |
| <b>b</b>   | Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them ) . . . . .   | <b>11b</b> |     |
| <b>12a</b> | <b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041? . . . . .  | <b>12a</b> |     |
| <b>b</b>   | If "Yes," enter the amount of tax-exempt interest received or accrued during the year . . . . .  | <b>12b</b> |     |
| <b>13</b>  | <b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>  |            |     |
| <b>a</b>   | Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O . . . . .   | <b>13a</b> |     |
| <b>b</b>   | Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans . . . . .  | <b>13b</b> |     |
| <b>c</b>   | Enter the amount of reserves on hand . . . . .   | <b>13c</b> |     |
| <b>14a</b> | Did the organization receive any payments for indoor tanning services during the tax year? . . . . .   | <b>14a</b> | No  |
| <b>b</b>   | If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O . . . . .  | <b>14b</b> |     |

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

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

**Section A. Governing Body and Management**

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

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

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

**Section C. Disclosure**

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

**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:  
**MIKE WILLIAMS 1250 I STREET NW SUITE 1100 WASHINGTON, DC 20005 (202) 289-3100**

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

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

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[illegible]

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 ▶ 14

## Section B. Independent Contractors

| (A)<br>Name and business address   | (B)<br>Description of services | (C)<br>Compensation |
|--|--------------------------------|---------------------|
| THE GLOVER PARK GROUP<br>1025 F STREET NW 9TH FLOOR<br>WASHINGTON, DC 20004    | CONSULTING SERVICES            | 724,678             |
| RAFFA PC<br>1899 L STREET NW<br>WASHINGTON, DC 20036                           | ACCOUNTING                     | 584,444             |
| DAVIS WRIGHT TREMAINE LLP<br>1201 THIRD AVENUE SUITE 2200<br>SEATTLE, WA 98101 | LEGAL                          | 450,000             |
| 360 LIVE MEDIA<br>1717 RHODE ISLAND AVENUE NW SUITE<br>WASHINGTON, DC 20036    | CONSULTING SERVICES            | 425,068             |
| KALIBRI LABS LLS<br>1 CHURCH STREET SUITE 101<br>ROCKVILLE, MD 20850           | CONSULTING SERVICES            | 396,868             |

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**Part VIII** **Statement of Revenue**

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

|   |  |               | (A)<br>Total revenue | (B)<br>Related or<br>exempt<br>function<br>revenue | (C)<br>Unrelated<br>business<br>revenue | (D)<br>Revenue<br>excluded from<br>tax under sections<br>512-514 |
|---|--|---------------|----------------------|--|---|--|
| <b>Contributions, Gifts, Grants<br/>and Other Similar Amounts</b> | <b>1a</b> Federated campaigns . . .  | <b>1a</b>     |                      |  |   |  |
|   | <b>b</b> Membership dues . . .   | <b>1b</b>     |                      |  |   |  |
|   | <b>c</b> Fundraising events . . .  | <b>1c</b>     |                      |  |   |  |
|   | <b>d</b> Related organizations   | <b>1d</b>     |                      |  |   |  |
|   | <b>e</b> Government grants (contributions)   | <b>1e</b>     |                      |  |   |  |
|   | <b>f</b> All other contributions, gifts, grants,<br>and similar amounts not included<br>above  | <b>1f</b>     | 60,280               |  |   |  |
|   | <b>g</b> Noncash contributions included<br>in lines 1a-1f \$ _____   |               |                      |  |   |  |
|   | <b>h Total.</b> Add lines 1a-1f . . . . .  |               | 60,280               |  |   |  |
| <b>Program Service Revenue</b>                                    |  |               | Business Code        |  |   |  |
|   | <b>2a</b> MEMBERSHIP DUES  |               | 900099               | 12,366,251   | 12,366,251                              |  |
|   | <b>b</b> CONFERENCES   |               | 900099               | 2,976,503  | 2,976,503                               |  |
|   | <b>c</b> CERTIFICATION REVENUE   |               | 900099               | 1,422,007  | 1,422,007                               |  |
|   | <b>d</b> GOVERNMENT AFFAIRS  |               | 900099               | 1,299,601  | 1,299,601                               |  |
|   | <b>e</b> CONFERENCE SPONSORSHIPS   |               | 900099               | 383,310  |   | 383,310  |
|   | <b>f</b> All other program service revenue   |               |                      |  |   |  |
|   | <b>g Total.</b> Add lines 2a-2f . . . . .  |               | 18,447,672           |  |   |  |
| <b>Other Revenue</b>  | <b>3</b> Investment income (including dividends, interest, and other<br>similar amounts) . . . . .   |               | 104,112              |  |   | 104,112  |
|   | <b>4</b> Income from investment of tax-exempt bond proceeds  |               |                      |  |   |  |
|   | <b>5</b> Royalties . . . . .   |               | 192,290              |  |   | 192,290  |
|   |  |               | (i) Real             | (ii) Personal                                      |   |  |
|   | <b>6a</b> Gross rents  |               |                      |  |   |  |
|   | <b>b</b> Less rental expenses  |               |                      |  |   |  |
|   | <b>c</b> Rental income or<br>(loss)  |               |                      |  |   |  |
|   | <b>d</b> Net rental income or (loss) . . . . .   |               |                      |  |   |  |
|   |  |               | (i) Securities       | (ii) Other   |   |  |
|   | <b>7a</b> Gross amount<br>from sales of<br>assets other<br>than inventory  | 1,319,329     |                      |  |   |  |
|   | <b>b</b> Less cost or<br>other basis and<br>sales expenses   | 1,230,013     |                      |  |   |  |
|   | <b>c</b> Gain or (loss)  | 89,316        |                      |  |   |  |
|   | <b>d</b> Net gain or (loss) . . . . .  |               | 89,316               |  |   | 89,316   |
|   | <b>8a</b> Gross income from fundraising events<br>(not including \$ _____ of<br>contributions reported on line 1c)<br>See Part IV, line 18 . . . . . |               | <b>a</b>             |  |   |  |
|   | <b>b</b> Less direct expenses . . . . .  | <b>b</b>      |                      |  |   |  |
|   | <b>c</b> Net income or (loss) from fundraising events . . . . .  |               |                      |  |   |  |
|   | <b>9a</b> Gross income from gaming activities<br>See Part IV, line 19 . . . . .  |               | <b>a</b>             |  |   |  |
|   | <b>b</b> Less direct expenses . . . . .  | <b>b</b>      |                      |  |   |  |
|   | <b>c</b> Net income or (loss) from gaming activities . . . . .   |               |                      |  |   |  |
|   | <b>10a</b> Gross sales of inventory, less<br>returns and allowances . . . . .  |               | <b>a</b>             |  |   |  |
| <b>b</b> Less cost of goods sold . . . . .                        | <b>b</b>   |               |                      |  |   |  |
| <b>c</b> Net income or (loss) from sales of inventory . . . . .   |  |               |                      |  |   |  |
| Miscellaneous Revenue   |  | Business Code |                      |  |   |  |
| <b>11a</b>  |  |               |                      |  |   |  |
| <b>b</b>  |  |               |                      |  |   |  |
| <b>c</b>  |  |               |                      |  |   |  |
| <b>d</b> All other revenue . . . . .                              |  |               | 372                  |  | 372                                     |  |
| <b>e Total.</b> Add lines 11a-11d . . . . .                       |  |               | 372                  |  |   |  |
| <b>12 Total revenue.</b> See Instructions . . . . .               |  |               | 18,894,042           | 18,064,362   | 0                                       | 769,400  |

**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)<br>Total expenses | (B)<br>Program service<br>expenses | (C)<br>Management and<br>general expenses | (D)<br>Fundraising expenses |
|---|-----------------------|------------------------------------|---|-----------------------------|
| <b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.  | 1,628,217             |                                    |   |                             |
| <b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22.   |                       |                                    |   |                             |
| <b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16.   |                       |                                    |   |                             |
| <b>4</b> Benefits paid to or for members.   |                       |                                    |   |                             |
| <b>5</b> Compensation of current officers, directors, trustees, and key employees.  | 1,873,670             |                                    |   |                             |
| <b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).   |                       |                                    |   |                             |
| <b>7</b> Other salaries and wages.  | 3,110,596             |                                    |   |                             |
| <b>8</b> Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).   | 128,845               |                                    |   |                             |
| <b>9</b> Other employee benefits.   | 357,903               |                                    |   |                             |
| <b>10</b> Payroll taxes.  | 238,878               |                                    |   |                             |
| <b>11</b> Fees for services (non-employees):  |                       |                                    |   |                             |
| <b>a</b> Management.  | 80,000                |                                    |   |                             |
| <b>b</b> Legal.   | 320,368               |                                    |   |                             |
| <b>c</b> Accounting.  | 371,557               |                                    |   |                             |
| <b>d</b> Lobbying.  |                       |                                    |   |                             |
| <b>e</b> Professional fundraising services. See Part IV, line 17.   |                       |                                    |   |                             |
| <b>f</b> Investment management fees.  | 25,264                |                                    |   |                             |
| <b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).  | 3,915,442             |                                    |   |                             |
| <b>12</b> Advertising and promotion.  | 230,488               |                                    |   |                             |
| <b>13</b> Office expenses.  | 497,950               |                                    |   |                             |
| <b>14</b> Information technology.   |                       |                                    |   |                             |
| <b>15</b> Royalties.  |                       |                                    |   |                             |
| <b>16</b> Occupancy.  | 561,716               |                                    |   |                             |
| <b>17</b> Travel.   | 404,674               |                                    |   |                             |
| <b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials.   |                       |                                    |   |                             |
| <b>19</b> Conferences, conventions, and meetings.   | 1,427,137             |                                    |   |                             |
| <b>20</b> Interest.   | 2,444                 |                                    |   |                             |
| <b>21</b> Payments to affiliates.   |                       |                                    |   |                             |
| <b>22</b> Depreciation, depletion, and amortization.  | 199,354               |                                    |   |                             |
| <b>23</b> Insurance.  | 53,928                |                                    |   |                             |
| <b>24</b> 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):   |                       |                                    |   |                             |
| <b>a</b> GOVERNMENT AFFAIRS   | 1,492,619             |                                    |   |                             |
| <b>b</b> CERTIFICATION EXPENSE  | 620,250               |                                    |   |                             |
| <b>c</b> TEMP AGENCY  | 300,822               |                                    |   |                             |
| <b>d</b> SUBSCRIPTION AND DUES  | 213,348               |                                    |   |                             |
| <b>e</b> All other expenses   | 201,111               |                                    |   |                             |
| <b>25</b> Total functional expenses. Add lines 1 through 24e.   | 18,256,581            |                                    |   |                             |
| <b>26</b> Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.<br>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 IX ☐

|                                    |  |  |            | (A)<br>Beginning of year |            | (B)<br>End of year |
|------------------------------------|--|--|------------|--------------------------|------------|--------------------|
| <b>Assets</b>                      | <b>1</b>   | Cash—non-interest-bearing . . . . .  |            | 3,532,991                | <b>1</b>   | 1,910,163          |
|                                    | <b>2</b>   | Savings and temporary cash investments . . . . .   |            | 1,163,469                | <b>2</b>   | 1,062,035          |
|                                    | <b>3</b>   | Pledges and grants receivable, net . . . . .   |            |                          | <b>3</b>   |                    |
|                                    | <b>4</b>   | Accounts receivable, net . . . . .   |            | 1,192,975                | <b>4</b>   | 1,381,826          |
|                                    | <b>5</b>   | Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L.   |            |                          | <b>5</b>   |                    |
|                                    | <b>6</b>   | 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. |            |                          | <b>6</b>   |                    |
|                                    | <b>7</b>   | Notes and loans receivable, net . . . . .  |            |                          | <b>7</b>   |                    |
|                                    | <b>8</b>   | Inventories for sale or use . . . . .  |            |                          | <b>8</b>   |                    |
|                                    | <b>9</b>   | Prepaid expenses and deferred charges . . . . .  |            | 626,434                  | <b>9</b>   | 340,944            |
|                                    | <b>10a</b>   | Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D.   | <b>10a</b> | 2,138,511                |            |                    |
|                                    | <b>b</b>   | Less: accumulated depreciation   | <b>10b</b> | 623,543                  |            |                    |
|                                    |  |  |            | 1,470,360                | <b>10c</b> | 1,514,968          |
|                                    | <b>11</b>  | Investments—publicly traded securities . . . . .   |            | 3,088,577                | <b>11</b>  | 5,407,309          |
|                                    | <b>12</b>  | Investments—other securities. See Part IV, line 11 . . . . .   |            | 26,366                   | <b>12</b>  | 26,366             |
|                                    | <b>13</b>  | Investments—program-related. See Part IV, line 11 . . . . .  |            |                          | <b>13</b>  |                    |
|                                    | <b>14</b>  | Intangible assets . . . . .  |            |                          | <b>14</b>  |                    |
| <b>15</b>                          | Other assets. See Part IV, line 11 . . . . .   |  | 361,281    | <b>15</b>                | 465,527    |                    |
| <b>16</b>                          | <b>Total assets.</b> Add lines 1 through 15 (must equal line 34) . . . . .   |  | 11,462,453 | <b>16</b>                | 12,109,138 |                    |
| <b>Liabilities</b>                 | <b>17</b>  | Accounts payable and accrued expenses . . . . .  |            | 1,401,789                | <b>17</b>  | 2,021,000          |
|                                    | <b>18</b>  | Grants payable . . . . .   |            |                          | <b>18</b>  |                    |
|                                    | <b>19</b>  | Deferred revenue . . . . .   |            | 2,955,346                | <b>19</b>  | 1,969,637          |
|                                    | <b>20</b>  | Tax-exempt bond liabilities . . . . .  |            |                          | <b>20</b>  |                    |
|                                    | <b>21</b>  | Escrow or custodial account liability. Complete Part IV of Schedule D.   |            |                          | <b>21</b>  |                    |
|                                    | <b>22</b>  | 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 . . . . .   |            |                          | <b>22</b>  |                    |
|                                    | <b>23</b>  | Secured mortgages and notes payable to unrelated third parties . . . . .   |            |                          | <b>23</b>  |                    |
|                                    | <b>24</b>  | Unsecured notes and loans payable to unrelated third parties . . . . .   |            |                          | <b>24</b>  |                    |
|                                    | <b>25</b>  | 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.   |            | 1,817,967                | <b>25</b>  | 2,135,190          |
|                                    | <b>26</b>  | <b>Total liabilities.</b> Add lines 17 through 25 . . . . .  |            | 6,175,102                | <b>26</b>  | 6,125,827          |
| <b>Net Assets or Fund Balances</b> | <b>Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b> |  |            |                          |            |                    |
|                                    | <b>27</b>  | Unrestricted net assets  |            | 5,098,671                | <b>27</b>  | 5,794,633          |
|                                    | <b>28</b>  | Temporarily restricted net assets . . . . .  |            | 188,680                  | <b>28</b>  | 188,678            |
|                                    | <b>29</b>  | Permanently restricted net assets  |            |                          | <b>29</b>  |                    |
|                                    | <b>Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.</b>                          |  |            |                          |            |                    |
|                                    | <b>30</b>  | Capital stock or trust principal, or current funds . . . . .   |            |                          | <b>30</b>  |                    |
|                                    | <b>31</b>  | Paid-in or capital surplus, or land, building or equipment fund . . . . .  |            |                          | <b>31</b>  |                    |
|                                    | <b>32</b>  | Retained earnings, endowment, accumulated income, or other funds   |            |                          | <b>32</b>  |                    |
|                                    | <b>33</b>  | <b>Total net assets or fund balances</b> . . . . .   |            | 5,287,351                | <b>33</b>  | 5,983,311          |
| <b>34</b>                          | <b>Total liabilities and net assets/fund balances</b> . . . . .  |  | 11,462,453 | <b>34</b>                | 12,109,138 |                    |

**Part XI Reconciliation of Net Assets**Check if Schedule O contains a response or note to any line in this Part XI ☐

|           |   |           |            |
|-----------|---|-----------|------------|
| <b>1</b>  | Total revenue (must equal Part VIII, column (A), line 12)   | <b>1</b>  | 18,894,042 |
| <b>2</b>  | Total expenses (must equal Part IX, column (A), line 25)  | <b>2</b>  | 18,256,581 |
| <b>3</b>  | Revenue less expenses Subtract line 2 from line 1   | <b>3</b>  | 637,461    |
| <b>4</b>  | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))                     | <b>4</b>  | 5,287,351  |
| <b>5</b>  | Net unrealized gains (losses) on investments  | <b>5</b>  | 58,499     |
| <b>6</b>  | Donated services and use of facilities  | <b>6</b>  |            |
| <b>7</b>  | Investment expenses   | <b>7</b>  |            |
| <b>8</b>  | Prior period adjustments  | <b>8</b>  |            |
| <b>9</b>  | Other changes in net assets or fund balances (explain in Schedule O)  | <b>9</b>  | 0          |
| <b>10</b> | Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B)) | <b>10</b> | 5,983,311  |

**Part XII Financial Statements and Reporting**Check if Schedule O contains a response or note to any line in this Part XII ☐

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

# Additional Data

**Software ID:**  
**Software Version:**  
**EIN:** 13-0432130  
**Name:** AMERICAN HOTEL & LODGING ASSOCIATION

Form 990 (2016)

**Form 990, Part III, Line 4a:**

GOVERNMENT AFFAIRS AMERICAN HOTEL AND LODGING ASSOCIATION (AH&LA)'S NATIONAL ADVOCACY AGENDA AND WORK IS FOCUSED ON TARGETED POLICY AREAS PROTECTING OUR GUESTS AND IMPROVING THE GUEST EXPERIENCE, REINING IN ILLEGAL HOTELS, SUPPORTING THE INDUSTRY'S WORKFORCE, AND PROMOTING TRAVEL AND TOURISM

**Form 990, Part III, Line 4b:**

INDUSTRY RELATIONS HELPING STUDENTS ACHIEVE THE AMERICAN DREAM AND FINANCE THEIR FUTURE, THE ASSOCIATION CONTINUES TO MAKE SIGNIFICANT CONTRIBUTIONS TO STUDENTS AROUND THE COUNTRY THE DEVELOPMENT OF YOUTH AND THE NEXT GENERATION OF HOTEL EMPLOYEES IS CENTRAL TO THE ASSOCIATION IN 2016, AMERICAN HOTEL AND LODGING EDUCATIONAL FOUNDATION (AH&LEF) AWARDED ACADEMIC SCHOLARSHIPS TO 380 PROMISING HOSPITALITY MANAGEMENT STUDENTS ATTENDING 98 COLLEGES AND UNIVERSITIES ACROSS THE COUNTRY ADDITIONALLY, 16 HOTEL EMPLOYEES RECEIVED PROFESSIONAL DEVELOPMENT SCHOLARSHIPS FOR CERTIFICATION AND DISTANCE LEARNING TEN SCHOLARSHIP RECIPIENTS WERE SELECTED TO ATTEND THE 2016 LODGING CONFERENCE TO NETWORK WITH INDUSTRY LEADERS AND LEARN ABOUT IMPORTANT INDUSTRY ISSUES THESE SCHOLARSHIPS HELP PROVIDE MUCH NEEDED RESOURCES TO STUDENTS WHO SEEK A LIFE-LONG CAREER IN THE HOSPITALITY INDUSTRY WITH A MISSION DEDICATED TO HELPING PEOPLE BUILD CAREERS THAT IMPROVE THEIR LIVES AND STRENGTHEN THE LODGING INDUSTRY, THE FOUNDATION HAS DISBURSED MORE THAN \$20 MILLION THROUGH ITS PROGRAMS SINCE ITS INCEPTION IN 2016, THE FOUNDATION AWARDED MORE THAN \$1.25 MILLION TOWARD SCHOLARSHIPS, EDUCATIONAL PROGRAMMING, WORKFORCE/PROFESSIONAL DEVELOPMENT, CUTTING-EDGE RESEARCH PROJECTS AND GRANTS

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**Form 990, Part III, Line 4c:**

COMMITTEES AND CONTRIBUTIONS AMERICAN HOTEL AND LODGING ASSOCIATION (AH&LA)CONTINUES TO EVALUATE OUR COMMITTEE STRUCTURE TO ENSURE THAT WE HAVE FACILITATING AN ENVIRONMENT WHERE PEER GROUPS CAN GATHER TO EXPLORE THE PRESSING ISSUES IN THE HOSPITALITY INDUSTRY CURRENTLY OUR COMMITTEES INCLUDE RESORT, SUSTAINABILITY, AND INDUSTRY ADVOCACY AH&LA HAS SIX COUNCILS THAT PROVIDE MEMBERS WITH OPPORTUNITIES FOR NETWORKING AND INFORMATION AND IDEA SHARING WITH COLLEAGUES FROM THEIR SPECIFIC INDUSTRY SEGMENTS THESE ARE THE BRANDS COUNCIL (COMPRISED OF HOTEL COMPANIES THAT OWN AND/OR MARKET BRANDS, INCLUDING THOSE THAT GRANT FRANCHISES FOR HOTEL BRANDS), OWNERS COUNCIL (COMPRISED OF HOTEL COMPANIES THAT OWN HOTELS), MANAGEMENT COMPANIES COUNCIL (COMPRISED OF HOTEL COMPANIES THAT OPERATE OR MANAGE HOTELS), INDEPENDENT HOTELS COUNCIL (COMPRISED OF HOTELS THAT ARE NOT BRANDED), PSA COUNCIL (COMPRISED OF THE PARTNER STATE ASSOCIATIONS), AND ALLIED COUNCIL (COMPRISED OF COMPANIES WHO DO BUSINESS WITH THE LODGING INDUSTRY) BESIDES THE COUNCILS, AH&LA AND ITS AFFILIATES OFFER MORE THAN 20 COMMITTEES

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| Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)   |                |                          |               |
|---|----------------|--------------------------|---------------|
| (Code )   | (Expenses \$ ) | including grants of \$ ) | (Revenue \$ ) |
| UNDER 30 GATEWAY FOSTERING THE NEXT GENERATION OF HOSPITALITY EMPLOYEES, THE UNDER 30 GATEWAY IS AMERICAN HOTEL AND LODGING ASSOCIATION (AH&LA)'S FIRST-EVER PROGRAM DEDICATED TO ADDRESSING THE PERSONAL AND PROFESSIONAL NEEDS OF YOUNG HOSPITALITY PROFESSIONALS GATEWAY MEMBERSHIP IS OPEN TO ALL HOSPITALITY PROFESSIONALS WORKING IN ANY CAPACITY AH&LA HAS WORKED TO MORE CLOSELY INTEGRATE THE STUDENT CHAPTER AND UNDER 30 GATEWAY PROGRAMS TO PROVIDE A SEAMLESS TRANSITION FROM ONE MEMBERSHIP CATEGORY TO THE NEXT                |                |                          |               |
| (Code )   | (Expenses \$ ) | including grants of \$ ) | (Revenue \$ ) |
| WOMEN IN LODGING WOMEN IN LODGING (WIL) IS THE FIRST INDUSTRY-WIDE FORUM FOR FEMALE HOSPITALITY PROFESSIONALS CONNECTING THE INDUSTRY'S TOP LEADERS AND PROVIDING OPPORTUNITIES TO GAIN A STRONGER FOOTING IN THE BUSINESS, WIL'S PURPOSE IS TO PROMOTE AND DEVELOP WOMEN INTO SENIOR EXECUTIVE ROLES IN THE INDUSTRY WITH MORE THAN 2,000 PARTICIPANTS, WIL SEEKS TO EXPAND ITS MEMBERSHIP GOING FORWARD AND CONTRIBUTE TO THE GROWTH OF PROFESSIONAL WOMEN THROUGHOUT THE INDUSTRY WITH THE VISION OF THE ALLOWING THE BEST LEADERS TO LEAD |                |                          |               |

## Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

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

STUDENT CHAPTERS LAUNCHED IN 2009, THE AMERICAN HOTEL AND LODGING ASSOCIATION (AH&LA) STUDENT CHAPTER PROGRAM HAS CONTINUED TO THRIVE AND GROW THERE ARE 25 OFFICIAL CHAPTERS WITH ALMOST 2,000 MEMBERS THESE CHAPTERS ALLOW STUDENTS TO NETWORK AND GET A GOOD GLIMPSE OF OUR INDUSTRY BY DELVING INTO THE WORLD OF BEFORE RECEIVING A DIPLOMA OR CERTIFICATION STUDENT MEMBERS ARE PART OF A NETWORK OF INDUSTRY EXECUTIVES AND INVITED TO ATTEND AH&LA CONFERENCES AND EVENTS, WHERE THEY CAN MEET POTENTIAL EMPLOYERS FACE-TO-FACE ONGOING WORK AIMS TO PROVIDE STUDENTS WITH THE LATEST HOSPITALITY NEWS, INFORMATION, AND EDUCATION RESOURCES, SO THAT THEY CAN STAY ON TOP OF THE TRENDS AND BEST PRACTICES OF THE INDUSTRY AND SET THEMSELVES APART FROM THE COMPETITION WHEN GRADUATION DAY FINALLY ARRIVES



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

| (A)<br>Name and Title              | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W- 2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W- 2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|------------------------------------|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
|                                    |  | Individual trustee or director  | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |   |  |   |
| BILL SIMPSON<br>.....<br>DIRECTOR  | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| BIMAL PATEL<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| BOB HABEEB<br>.....<br>DIRECTOR    | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| BOB HERMANY<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| BOB SMITH<br>.....<br>DIRECTOR     | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| BRIAN QUINN<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| BUGGSI PATEL<br>.....<br>DIRECTOR  | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| DANIEL HANSEN<br>.....<br>DIRECTOR | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| DAVE JOHNSON<br>.....<br>DIRECTOR  | 1 00<br>.....<br>2 00  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| DAVID GRISSIN<br>.....<br>DIRECTOR | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |

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

| (A)<br>Name and Title                   | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W- 2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W- 2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
|   |  | Individual trustee or director  | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |   |  |   |
| DJ RAMA<br>.....<br>DIRECTOR            | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| DOUG DREHER CHA<br>.....<br>DIRECTOR    | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| GEORGE MARKANTONIS<br>.....<br>DIRECTOR | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| GERRY CHASE<br>.....<br>DIRECTOR        | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| GLENDA MCNEAL<br>.....<br>DIRECTOR      | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| GREG DUGAL<br>.....<br>DIRECTOR         | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| GREG MILLER<br>.....<br>DIRECTOR        | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| GREGORY MARCUS<br>.....<br>DIRECTOR     | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| HERVE HOUDRE<br>.....<br>DIRECTOR       | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| JAMES MILES<br>.....<br>DIRECTOR        | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |  |   |                       |         |              |                              |        |   |  |   |  |  |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|--|--|
| (A)<br>Name and Title   | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W- 2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W- 2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |  |  |
|   |  | Individual trustee or director  | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |   |  |   |  |  |
| JAMIE SABATIER<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |  |  |
| JAVIER ROSENBERG<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |  |  |
| JAY SHAH<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |  |  |
| JEFFREY BROWN<br>.....<br>DIRECTOR  | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |  |  |
| JEREMY WELTER<br>.....<br>DIRECTOR  | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |  |  |
| JIM AMOROSIA<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |  |  |
| JIM HOLTHOUSER<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |  |  |
| JOEL EISEMANN<br>.....<br>DIRECTOR  | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |  |  |
| JOEL GRIFFIN<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |  |  |
| JOHN ARABIA<br>.....<br>DIRECTOR  | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |  |  |

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

| (A)<br>Name and Title                 | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W- 2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W- 2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|---------------------------------------|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
|                                       |  | Individual trustee or director  | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |   |  |   |
| JOHN BELDEN<br>.....<br>DIRECTOR      | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| JOHN FITZPATRICK<br>.....<br>DIRECTOR | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| JOHN MURRAY<br>.....<br>DIRECTOR      | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| JON BORTZ<br>.....<br>DIRECTOR        | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| JUSTIN KNIGHT<br>.....<br>DIRECTOR    | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| KATHRYN BURTON<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| KEITH OVERTON<br>.....<br>DIRECTOR    | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| KIRK KINSELL<br>.....<br>DIRECTOR     | 1 00<br>.....<br>2 00  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| LEA ANN KISH<br>.....<br>DIRECTOR     | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| LEN WOLMAN<br>.....<br>DIRECTOR       | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |

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

| (A)<br>Name and Title                  | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W- 2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W- 2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|--|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
|  |  | Individual trustee or director  | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |   |  |   |
| MARC J GORDON<br>.....<br>DIRECTOR     | 1 00<br>.....<br>2 00  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| MIKE DEITEMEYER<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| MIKE MCILWAIN<br>.....<br>DIRECTOR     | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| MICHAEL MEDZIGIAN<br>.....<br>DIRECTOR | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| MINAZ ABJI<br>.....<br>DIRECTOR        | 1 00<br>.....<br>2 00  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| PATTI COLLEY<br>.....<br>DIRECTOR      | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| PAUL KIRWIN<br>.....<br>DIRECTOR       | 1 00<br>.....<br>2 00  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| PAUL SACCO<br>.....<br>DIRECTOR        | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| PRATIK PATEL<br>.....<br>DIRECTOR      | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| PREM DEVADAS<br>.....<br>DIRECTOR      | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |

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

(A)

(B)

(C)

(D)

(E)

(F)

| Name and Title                           | Average hours per week (list any hours for related organizations below dotted line) | Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | Reportable compensation from the organization (W- 2/1099-MISC) | Reportable compensation from related organizations (W- 2/1099-MISC) | Estimated amount of other compensation from the organization and related organizations |
|--|---|--|-----------------------|---------|--------------|------------------------------|--------|--|---|--|
|  |   | Individual trustee or director   | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |  |   |  |
| RENA REISS<br>.....<br>DIRECTOR          | 1 00<br>.....   | X  |                       |         |              |                              |        | 0  | 0   | 0  |
| RICHARD KELLEHER<br>.....<br>DIRECTOR    | 1 00<br>.....   | X  |                       |         |              |                              |        | 0  | 0   | 0  |
| RICHARD TAKACH JR<br>.....<br>DIRECTOR   | 1 00<br>.....   | X  |                       |         |              |                              |        | 0  | 0   | 0  |
| ROBERT ALTER<br>.....<br>DIRECTOR        | 1 00<br>.....   | X  |                       |         |              |                              |        | 0  | 0   | 0  |
| ROB SNYDER<br>.....<br>DIRECTOR          | 1 00<br>.....   | X  |                       |         |              |                              |        | 0  | 0   | 0  |
| RON POHL<br>.....<br>DIRECTOR            | 1 00<br>.....   | X  |                       |         |              |                              |        | 0  | 0   | 0  |
| ROSS BIERKAN<br>.....<br>DIRECTOR        | 1 00<br>.....   | X  |                       |         |              |                              |        | 0  | 0   | 0  |
| SCOTT JOSLOVE<br>.....<br>DIRECTOR       | 1 00<br>.....   | X  |                       |         |              |                              |        | 0  | 0   | 0  |
| STEPHEN BARTOLIN JR<br>.....<br>DIRECTOR | 1 00<br>.....   | X  |                       |         |              |                              |        | 0  | 0   | 0  |
| TERRI HAACK<br>.....<br>DIRECTOR         | 1 00<br>.....   | X  |                       |         |              |                              |        | 0  | 0   | 0  |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |  |   |                       |         |              |                              |        |   |  |   |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A)<br>Name and Title   | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W- 2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W- 2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|   |  | Individual trustee or director  | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |   |  |   |
| TOM BARDENETT<br>.....<br>DIRECTOR  | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| TOM CORCORAN<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| TRISHA PUGAL<br>.....<br>DIRECTOR   | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| VIJAY DANDAPANI<br>.....<br>DIRECTOR  | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| WALTER ISENBERG<br>.....<br>DIRECTOR  | 1 00<br>.....  | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| KATHERINE LUGAR<br>.....<br>PRESIDENT & CHIEF EXECUTIVE OFFICER   | 32 00<br>.....<br>8 00   | X   |                       | X       |              |                              |        | 793,432   | 0  | 46,810  |
| JOORI JEON<br>.....<br>VICE PRESIDENT & CFO   | 21 00<br>.....<br>19 00  |   |                       | X       |              |                              |        | 399,039   | 0  | 42,153  |
| SUSAN K MILES<br>.....<br>SR VP, INDUSTRY RELATIONS   | 40 00<br>.....   |   |                       |         | X            |                              |        | 222,352   | 0  | 22,871  |
| VANESSA G SINDERS<br>.....<br>SR VP, DEPT HEAD FOR GOVT   | 40 00<br>.....   |   |                       |         | X            |                              |        | 312,132   | 0  | 34,881  |
| ROSANNA MAIETTA<br>.....<br>SR VP, OF MARKETING/COMMUNICATION   | 40 00<br>.....   |   |                       |         |              | X                            |        | 284,245   | 0  | 9,460   |

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

| (A)<br>Name and Title   | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W- 2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W- 2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
|   |  | Individual trustee or director  | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |   |  |   |
| MATTHEW L MACLAREN<br>.....<br>SR VP, MEMBER RELATIONS          | 40 00<br>.....   |   |                       |         |              | X                            |        | 251,100   | 0  | 35,501  |
| BRIAN CRAWFORD<br>.....<br>VP, GOVERNMENT & POLITICAL AFFAIRS   | 40 00<br>.....   |   |                       |         |              | X                            |        | 232,435   | 0  | 15,831  |
| MARYAM KHAN COPE<br>.....<br>VP, GOVERNMENT & POLITICAL AFFAIRS | 40 00<br>.....   |   |                       |         |              | X                            |        | 206,704   | 0  | 31,131  |
| CRAIG KALKUT<br>.....<br>VP, GOVERNMENT & POLITICAL AFFAIRS     | 40 00<br>.....   |   |                       |         |              | X                            |        | 187,494   | 0  | 29,748  |

**SCHEDULE C**  
(Form 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

**Political Campaign and Lobbying Activities**

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

OMB No 1545-0047

**2016**

Open to Public Inspection

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

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

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

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

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

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

|  |  |
|--|--|
| Name of the organization<br>AMERICAN HOTEL & LODGING ASSOCIATION | Employer identification number<br>13-0432130 |
|--|--|

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

|          |  |   |           |
|----------|--|---|-----------|
| <b>1</b> | Provide a description of the organization's direct and indirect political campaign activities in Part IV |   |           |
| <b>2</b> | Political expenditures   | ▶ | \$ 25,000 |
| <b>3</b> | Volunteer hours  |   |           |

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

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

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

|          |   |   |    |   |
|----------|---|---|----|---|
| <b>1</b> | Enter the amount directly expended by the filing organization for section 527 exempt function activities  | ▶ | \$ |   |
| <b>2</b> | Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities   | ▶ | \$ | 25,000  |
| <b>3</b> | Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b  | ▶ | \$ | 25,000  |
| <b>4</b> | Did the filing organization file <b>Form 1120-POL</b> for this year?  |   |    | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| <b>5</b> | Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV |   |    |   |

| (a) Name                                | (b) Address   | (c) EIN    | (d) Amount paid from filing organization's funds If none, enter -0- | (e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0- |
|---|---|------------|---|--|
| (1)<br>REPUBLICAN GOVERNORS ASSOCIATION | 1010 WISCONSIN AVENUE NW SUITE 57<br>WASHINGTON, DC 20007 | 11-3655877 | 25,000  |  |
| 2                                       |   |            |   |  |
| 3                                       |   |            |   |  |
| 4                                       |   |            |   |  |
| 5                                       |   |            |   |  |
| 6                                       |   |            |   |  |

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

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

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

**Limits on Lobbying Expenditures**  
(The term "expenditures" means amounts paid or incurred.)**(a)** Filing  
organization's  
totals**(b)** Affiliated  
group totals

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

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

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

**d** Other exempt purpose expenditures

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

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

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

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

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

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

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

☐ Yes ☐ No**4-Year Averaging Period Under section 501(h)**

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

**Lobbying Expenditures During 4-Year Averaging Period**

| Calendar year (or fiscal year beginning in)                         | (a) 2013 | (b) 2014 | (c) 2015 | (d) 2016 | (e) Total |
|---|----------|----------|----------|----------|-----------|
| <b>2a</b> Lobbying nontaxable amount                                |          |          |          |          |           |
| <b>b</b> Lobbying ceiling amount<br>(150% of line 2a, column(e))    |          |          |          |          |           |
| <b>c</b> Total lobbying expenditures                                |          |          |          |          |           |
| <b>d</b> Grassroots nontaxable amount                               |          |          |          |          |           |
| <b>e</b> Grassroots ceiling amount<br>(150% of line 2d, column (e)) |          |          |          |          |           |
| <b>f</b> Grassroots lobbying expenditures                           |          |          |          |          |           |

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

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

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

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

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

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

|          |  |           |            |
|----------|--|-----------|------------|
| <b>1</b> | Dues, assessments and similar amounts from members   | <b>1</b>  | 12,366,251 |
| <b>2</b> | Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).   |           |            |
| <b>a</b> | Current year   | <b>2a</b> | 2,432,079  |
| <b>b</b> | Carryover from last year   | <b>2b</b> | -2,225,584 |
| <b>c</b> | Total  | <b>2c</b> | 206,495    |
| <b>3</b> | Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues  | <b>3</b>  | 4,451,850  |
| <b>4</b> | If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year? | <b>4</b>  |            |
| <b>5</b> | Taxable amount of lobbying and political expenditures (see instructions)   | <b>5</b>  | -4,245,355 |

**Part IV Supplemental Information**

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

| Return Reference | Explanation   |
|------------------|---|
| PART I-A, LINE 1 | PROVIDED AMERICAN HOTEL AND LODGING ASSOCIATION WITH ACCESS TO REPUBLICAN GOVERNORS |

|  |  |  |               |  |  |
|--|--|--|---------------|--|--|
| efile GRAPHIC print - DO NOT PROCESS   |  | As Filed Data -  |               | DLN: 93493314005097                          |  |
| <div>SCHEDULE D<br/>(Form 990)</div> <div>Department of the Treasury<br/>Internal Revenue Service</div>  |  | <div>Supplemental Financial Statements</div> <div>► 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.<br/>► Attach to Form 990.</div> <div>Information about Schedule D (Form 990) and its instructions is at <a href="http://www.irs.gov/form990">www.irs.gov/form990</a>.</div> |               |  | <div>OMB No 1545-0047</div> <div>2016</div> <div>Open to Public Inspection</div> |
| Name of the organization<br>AMERICAN HOTEL & LODGING ASSOCIATION   |  |  |               | Employer identification number<br>13-0432130 |  |
| Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.<br>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?   |  |               |  | <input type="checkbox"/> Yes <input type="checkbox"/> 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?  |  |               |  | <input type="checkbox"/> Yes <input type="checkbox"/> 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)<br><input type="checkbox"/> Preservation of land for public use (e g , recreation or education) <input type="checkbox"/> Preservation of an historically important land area<br><input type="checkbox"/> Protection of natural habitat <input type="checkbox"/> Preservation of a certified historic structure<br><input type="checkbox"/> Preservation of open space |  |               |  |  |
| 2  | Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year   |  |               |  |  |
| a  | Total number of conservation easements   | Held at the End of the Year  |               |  |  |
| b  | Total acreage restricted by conservation easements   | 2a   |               |  |  |
| c  | Number of conservation easements on a certified historic structure included in (a)   | 2b   |               |  |  |
| d  | Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register   | 2c   |               |  |  |
|  |  | 2d   |               |  |  |
| 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?   |  |               |  | <input type="checkbox"/> Yes <input type="checkbox"/> 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)?  |  |               |  | <input type="checkbox"/> Yes <input type="checkbox"/> 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.<br>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  |  |               |  | ► \$   |
| For Paperwork Reduction Act Notice, see the Instructions for Form 990.   |  |  |               |  |  |
|  |  |  | Cat No 52283D | Schedule D (Form 990) 2016                   |  |

Part III

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

3

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

a

☐

Public exhibition

b

☐

Scholarly research

c

☐

Preservation for future generations

d

☐

Loan or exchange programs

e

☐

Other

4

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

5

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

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements.

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

1a

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

☐ Yes

☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

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

2a

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

☐ Yes

☐ No

b

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

☐

Part V

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

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

2

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

a

Board designated or quasi-endowment

b

Permanent endowment

c

Temporarily restricted endowment

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

3a

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

(i) unrelated organizations

3a(i)

Yes

No

(ii) related organizations

3a(ii)

Yes

No

b

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

3b

Yes

No

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' on 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   |                                      |                                 |                              |                |
| b Buildings   |                                      |                                 |                              |                |
| c Leasehold improvements  |                                      | 1,147,589                       | 199,959                      | 947,630        |
| d Equipment   |                                      | 990,922                         | 423,584                      | 567,338        |
| e Other   |                                      |                                 |                              |                |
| Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) |                                      |                                 |                              | 1,514,968      |

Part VII

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

| (a) Description of security or category<br>(including name of security) | (b) Book<br>value | (c) Method of valuation<br>Cost or end-of-year market value |
|---|-------------------|---|
| (1) Financial derivatives . . . . .                                     |                   |   |
| (2) Closely-held equity interests . . . . .                             |                   |   |
| (3) Other _____   |                   |   |
| (A)   |                   |   |
| (B)   |                   |   |
| (C)   |                   |   |
| (D)   |                   |   |
| (E)   |                   |   |
| (F)   |                   |   |
| (G)   |                   |   |
| (H)   |                   |   |
| Total. (Column (b) must equal Form 990, Part X, col (B) line 12 ) ▶     |                   |   |

Part VIII

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

| (a) Description of investment                                       | (b) Book value | (c) Method of valuation<br>Cost or end-of-year market value |
|---|----------------|---|
| (1)   |                |   |
| (2)   |                |   |
| (3)   |                |   |
| (4)   |                |   |
| (5)   |                |   |
| (6)   |                |   |
| (7)   |                |   |
| (8)   |                |   |
| (9)   |                |   |
| Total. (Column (b) must equal Form 990, Part X, col (B) line 13 ) ▶ |                |   |

Part IX

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

| (a) Description   | (b) Book value |
|---|----------------|
| (1)   |                |
| (2)   |                |
| (3)   |                |
| (4)   |                |
| (5)   |                |
| (6)   |                |
| (7)   |                |
| (8)   |                |
| (9)   |                |
| Total. (Column (b) must equal Form 990, Part X, col (B) line 15 ) . . . . . ▶ |                |

Part X

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

| 1. (a) Description of liability                                     | (b) Book value |
|---|----------------|
| (1) Federal income taxes  |                |
| DEFERRED RENT CREDIT  | 2,042,778      |
| DUE TO AFFILIATED ASSOCIATIONS                                      | 92,412         |
| (3)   |                |
| (4)   |                |
| (5)   |                |
| (6)   |                |
| (7)   |                |
| (8)   |                |
| (9)   |                |
| Total. (Column (b) must equal Form 990, Part X, col (B) line 25 ) ▶ | 2,135,190      |

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

☒

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

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

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

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

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

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

**Part XIII Supplemental Information**

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

| Return Reference          | Explanation |
|---------------------------|-------------|
| See Additional Data Table |             |
|                           |             |
|                           |             |
|                           |             |
|                           |             |
|                           |             |
|                           |             |
|                           |             |

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

| Return Reference | Explanation |
|------------------|-------------|
|                  |             |
|                  |             |
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|                  |             |
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**Additional Data**

**Software ID:**  
**Software Version:**  
**EIN:** 13-0432130  
**Name:** AMERICAN HOTEL & LODGING ASSOCIATION

**Supplemental Information**

| Return Reference | Explanation  |
|------------------|--|
| PART X, LINE 2   | AMERICAN HOTEL & LODGING ASSOCIATION (AH&LA) IS EXEMPT FROM THE PAYMENT OF INCOME TAXES ON ITS EXEMPT ACTIVITIES UNDER SECTION 501(C)(6) OF THE INTERNAL REVENUE CODE AH&LA EVALUATED ITS TAX POSITION AND DETERMINED THAT ITS POSITION IS MORE LIKELY THAN NOT TO BE SUSTAINED ON EXAMINATION AH&LA'S 2012 THROUGH 2015 TAX YEARS ARE OPEN FOR EXAMINATION BY THE IRS |

Schedule I  
(Form 990)

Department of the Treasury  
Internal Revenue Service

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

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

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

OMB No 1545-0047

2016

Open to Public Inspection

Name of the organization  
AMERICAN HOTEL & LODGING ASSOCIATION

Employer identification number  
13-0432130

Part I

General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . . ☒ Yes ☐ No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II

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

| (a) Name and address of organization or government | (b) EIN | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|--|---------|-------------------------------|--------------------------|-----------------------------------|---|--|------------------------------------|
|--|---------|-------------------------------|--------------------------|-----------------------------------|---|--|------------------------------------|

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . . 8

3 Enter total number of other organizations listed in the line 1 table . . . . . 2

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

Part III can be duplicated if additional space is needed

| (a) Type of grant or assistance | (b) Number of recipients | (c) Amount of cash grant | (d) Amount of non-cash assistance | (e) Method of valuation (book, FMV, appraisal, other) | (f) Description of non-cash assistance |
|---------------------------------|--------------------------|--------------------------|-----------------------------------|---|--|
| (1)                             |                          |                          |                                   |   |  |
| (2)                             |                          |                          |                                   |   |  |
| (3)                             |                          |                          |                                   |   |  |
| (4)                             |                          |                          |                                   |   |  |
| (5)                             |                          |                          |                                   |   |  |
| (6)                             |                          |                          |                                   |   |  |
| (7)                             |                          |                          |                                   |   |  |

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

| Return Reference | Explanation   |
|------------------|---|
| PART I, LINE 2   | THE ORGANIZATION'S CHIEF FINANCIAL OFFICER (CFO) IS ALSO CFO OF AMERICAN HOTEL & LODGING EDUCATIONAL FOUNDATION AND CFO OF AMERICAN HOTEL & LODGING EDUCATIONAL INSTITUTE AND THEREFORE IS ABLE TO MONITOR HOW AND WHERE SUCH GRANTS ARE DISBURSED THROUGH EACH OF THE RELATED ORGANIZATIONS' PROGRAMS EACH OF THE RECIPIENT ORGANIZATIONS BUDGET THE AMERICAN HOTEL AND LODGING ASSOCIATION GRANT FUNDING WHICH DETAILS HOW THE FUNDS ARE TO BE USED |

Additional Data

Software ID:  
Software Version:  
EIN: 13-0432130  
Name: AMERICAN HOTEL & LODGING ASSOCIATION

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

| (a) Name and address of organization or government  | (b) EIN    | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|---|------------|-------------------------------|--------------------------|-----------------------------------|---|--|------------------------------------|
| AMERICAN HOTEL & LODGING EDUCATIONAL FOUNDATION<br>1250 I STREET NW SUITE 1100<br>WASHINGTON, DC 20005            | 13-6095316 | 501(C)(3)                     | 897,610                  |                                   |   |  | SCHOLARSHIP/RESEARCH CONTRIBUTION  |
| AMERICAN HOTEL & LODGING EDUCATIONAL INSTITUTE<br>800 NORTH MAGNOLIA AVENUE SUITE 300<br>300<br>ORLANDO, FL 32803 | 38-1557821 | 501(C)(3)                     | 448,805                  |                                   |   |  | RESEARCH CONTRIBUTION              |

| Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments. |            |                               |                          |                                   |   |  |                                    |
|--|------------|-------------------------------|--------------------------|-----------------------------------|---|--|------------------------------------|
| (a) Name and address of organization or government   | (b) EIN    | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
| CLEVELAND 2016 HOST COMMITTEE INC<br>334 EUCLID AVENUE<br>CLEVELAND, OH 44114                                  | 47-1304221 | 501(C)(3)                     | 50,000                   |                                   |   |  | SPONSORSHIP                        |
| COMMITTEE FOR EQUAL APP OF LAWS  |            |                               | 20,000                   |                                   |   |  | SPONSORSHIP                        |

| Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments. |            |                               |                          |                                   |   |  |                                    |
|--|------------|-------------------------------|--------------------------|-----------------------------------|---|--|------------------------------------|
| (a) Name and address of organization or government   | (b) EIN    | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
| MONUMENTAL SCHOLARS FUND<br>104 HUME AVENUE<br>ALEXANDRIA, VA 22301  | 47-3018272 | 501(C)(3)                     | 10,000                   |                                   |   |  | SPONSORSHIP                        |
| NATIONAL CONSUMERS LEAGUE<br>1701 K STREET NW<br>WASHINGTON, DC 20006  | 52-0242038 | 501(C)(3)                     | 5,000                    |                                   |   |  | SPONSORSHIP                        |

| Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments. |            |                               |                          |                                   |   |  |                                    |
|--|------------|-------------------------------|--------------------------|-----------------------------------|---|--|------------------------------------|
| (a) Name and address of organization or government   | (b) EIN    | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
| ONEORLANDO FUND<br>PO BOX 4990<br>ORLANDO, FL 32802  | 27-1964941 | 501(C)(3)                     | 5,000                    |                                   |   |  | SPONSORSHIP                        |
| PHILADELPHIA 2016 HOST COMMITTEE<br>200 SOUTH BROAD STREET<br>SUITE 420<br>PHILADELPHIA, PA 19102              | 47-2620788 | 501(C)(3)                     | 50,000                   |                                   |   |  | SPONSORSHIP                        |

| Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.      |            |                               |                          |                                   |   |  |                                    |
|---|------------|-------------------------------|--------------------------|-----------------------------------|---|--|------------------------------------|
| (a) Name and address of organization or government  | (b) EIN    | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
| REAL ESTATE INFORMATION SHARING AND ANALYSIS CENTER<br>801 PENNSYLVANIA AVENUE NW SUITE 720<br>WASHINGTON, DC 20004 | 76-0734271 | 501(C)(6)                     | 20,000                   |                                   |   |  | RESEARCH                           |
| THE BRYCE HARLOW FOUNDATION<br>1700 NEW YORK AVENUE NW SUITE 40<br>WASHINGTON, DC 20006                             | 52-1266620 | 501(C)(3)                     | 5,000                    |                                   |   |  | SPONSORSHIP                        |

Schedule J  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Compensation Information

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

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

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

OMB No 1545-0047

2015

Open to Public Inspection

|  |  |
|--|--|
| Name of the organization<br>AMERICAN HOTEL & LODGING ASSOCIATION | Employer identification number<br>13-0432130 |
|--|--|

Part I

Questions Regarding Compensation

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

**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 KATHERINE LUGAR<br>PRESIDENT & CHIEF<br>EXECUTIVE OFFICER | (i)  | 639,351<br>-----                                   | 150,000<br>-----                    | 4,081<br>-----                      | 15,900<br>-----                                | 30,910<br>-----         | 840,242<br>-----                | 0<br>-----   |
|   | (ii) | 0<br>-----   | 0<br>-----                          | 0<br>-----                          | 0<br>-----                                     | 0<br>-----              | 0<br>-----                      | 0<br>-----   |
| 2 JOORI JEON<br>VICE PRESIDENT & CFO                        | (i)  | 369,039<br>-----                                   | 30,000<br>-----                     | 0<br>-----                          | 15,900<br>-----                                | 26,253<br>-----         | 441,192<br>-----                | 0<br>-----   |
|   | (ii) | 0<br>-----   | 0<br>-----                          | 0<br>-----                          | 0<br>-----                                     | 0<br>-----              | 0<br>-----                      | 0<br>-----   |
| 3 SUSAN K MILES<br>SR VP, INDUSTRY<br>RELATIONS             | (i)  | 212,352<br>-----                                   | 10,000<br>-----                     | 0<br>-----                          | 12,625<br>-----                                | 10,246<br>-----         | 245,223<br>-----                | 0<br>-----   |
|   | (ii) | 0<br>-----   | 0<br>-----                          | 0<br>-----                          | 0<br>-----                                     | 0<br>-----              | 0<br>-----                      | 0<br>-----   |
| 4 VANESSA G SINDERS<br>SR VP, DEPT HEAD FOR<br>GOVT         | (i)  | 287,132<br>-----                                   | 25,000<br>-----                     | 0<br>-----                          | 15,900<br>-----                                | 18,981<br>-----         | 347,013<br>-----                | 0<br>-----   |
|   | (ii) | 0<br>-----   | 0<br>-----                          | 0<br>-----                          | 0<br>-----                                     | 0<br>-----              | 0<br>-----                      | 0<br>-----   |
| 5 ROSANNA MAIETTA<br>SR VP, OF<br>MARKETING/COMMUNICATION   | (i)  | 264,245<br>-----                                   | 20,000<br>-----                     | 0<br>-----                          | 6,177<br>-----                                 | 3,283<br>-----          | 293,705<br>-----                | 0<br>-----   |
|   | (ii) | 0<br>-----   | 0<br>-----                          | 0<br>-----                          | 0<br>-----                                     | 0<br>-----              | 0<br>-----                      | 0<br>-----   |
| 6 MATTHEW L MACLAREN<br>SR VP, MEMBER RELATIONS             | (i)  | 231,100<br>-----                                   | 20,000<br>-----                     | 0<br>-----                          | 13,590<br>-----                                | 21,911<br>-----         | 286,601<br>-----                | 0<br>-----   |
|   | (ii) | 0<br>-----   | 0<br>-----                          | 0<br>-----                          | 0<br>-----                                     | 0<br>-----              | 0<br>-----                      | 0<br>-----   |
| 7 BRIAN CRAWFORD<br>VP, GOVERNMENT &<br>POLITICAL AFFAIRS   | (i)  | 222,435<br>-----                                   | 10,000<br>-----                     | 0<br>-----                          | 11,660<br>-----                                | 4,171<br>-----          | 248,266<br>-----                | 0<br>-----   |
|   | (ii) | 0<br>-----   | 0<br>-----                          | 0<br>-----                          | 0<br>-----                                     | 0<br>-----              | 0<br>-----                      | 0<br>-----   |
| 8 MARYAM KHAN COPE<br>VP, GOVERNMENT &<br>POLITICAL AFFAIRS | (i)  | 205,204<br>-----                                   | 1,500<br>-----                      | 0<br>-----                          | 12,082<br>-----                                | 19,049<br>-----         | 237,835<br>-----                | 0<br>-----   |
|   | (ii) | 0<br>-----   | 0<br>-----                          | 0<br>-----                          | 0<br>-----                                     | 0<br>-----              | 0<br>-----                      | 0<br>-----   |
| 9 CRAIG KALKUT<br>VP, GOVERNMENT &<br>POLITICAL AFFAIRS     | (i)  | 185,994<br>-----                                   | 1,500<br>-----                      | 0<br>-----                          | 11,481<br>-----                                | 18,267<br>-----         | 217,242<br>-----                | 0<br>-----   |
|   | (ii) | 0<br>-----   | 0<br>-----                          | 0<br>-----                          | 0<br>-----                                     | 0<br>-----              | 0<br>-----                      | 0<br>-----   |

**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 1A  | HEALTH OR SOCIAL CLUB DUES KATHERINE LUGAR - \$4,081 - INCLUDED IN TAXABLE INCOME |

Additional Data

Software ID:  
Software Version:  
EIN: 13-0432130  
Name: AMERICAN HOTEL & LODGING ASSOCIATION

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

| (A) Name and Title                                      | (B) Breakdown of W-2 and/or 1099-MISC compensation |                                     |                                     | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation in column (B) reported as deferred on prior Form 990 |
|---|--|-------------------------------------|-------------------------------------|--|-------------------------|---------------------------------|---|
|   | (i) Base Compensation                              | (ii) Bonus & incentive compensation | (iii) Other reportable compensation |  |                         |                                 |   |
| 1KATHERINE LUGAR<br>PRESIDENT & CHIEF EXECUTIVE OFFICER | (i) 639,351  | 150,000                             | 4,081                               | 15,900   | 30,910                  | 840,242                         | 0   |
|   | (ii) 0   | 0                                   | 0                                   | 0  | 0                       | 0                               | 0   |
| 1JOORI JEON<br>VICE PRESIDENT & CFO                     | (i) 369,039  | 30,000                              | 0                                   | 15,900   | 26,253                  | 441,192                         | 0   |
|   | (ii) 0   | 0                                   | 0                                   | 0  | 0                       | 0                               | 0   |
| 2SUSAN K MILES<br>SR VP, INDUSTRY RELATIONS             | (i) 212,352  | 10,000                              | 0                                   | 12,625   | 10,246                  | 245,223                         | 0   |
|   | (ii) 0   | 0                                   | 0                                   | 0  | 0                       | 0                               | 0   |
| 3VANESSA G SINDERS<br>SR VP, DEPT HEAD FOR GOVT         | (i) 287,132  | 25,000                              | 0                                   | 15,900   | 18,981                  | 347,013                         | 0   |
|   | (ii) 0   | 0                                   | 0                                   | 0  | 0                       | 0                               | 0   |
| 4ROSANNA MAIETTA<br>SR VP, OF MARKETING/COMMUNICATION   | (i) 264,245  | 20,000                              | 0                                   | 6,177  | 3,283                   | 293,705                         | 0   |
|   | (ii) 0   | 0                                   | 0                                   | 0  | 0                       | 0                               | 0   |
| 5MATTHEW L MACLAREN<br>SR VP, MEMBER RELATIONS          | (i) 231,100  | 20,000                              | 0                                   | 13,590   | 21,911                  | 286,601                         | 0   |
|   | (ii) 0   | 0                                   | 0                                   | 0  | 0                       | 0                               | 0   |
| 6BRIAN CRAWFORD<br>VP, GOVERNMENT & POLITICAL AFFAIRS   | (i) 222,435  | 10,000                              | 0                                   | 11,660   | 4,171                   | 248,266                         | 0   |
|   | (ii) 0   | 0                                   | 0                                   | 0  | 0                       | 0                               | 0   |
| 7MARYAM KHAN COPE<br>VP, GOVERNMENT & POLITICAL AFFAIRS | (i) 205,204  | 1,500                               | 0                                   | 12,082   | 19,049                  | 237,835                         | 0   |
|   | (ii) 0   | 0                                   | 0                                   | 0  | 0                       | 0                               | 0   |
| 8CRAIG KALKUT<br>VP, GOVERNMENT & POLITICAL AFFAIRS     | (i) 185,994  | 1,500                               | 0                                   | 11,481   | 18,267                  | 217,242                         | 0   |
|   | (ii) 0   | 0                                   | 0                                   | 0  | 0                       | 0                               | 0   |

**SCHEDULE O**  
(Form 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

Name of the organization  
AMERICAN HOTEL & LODGING ASSOCIATION

**Supplemental Information to Form 990 or 990-EZ**

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

► Attach to Form 990 or 990-EZ.

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

OMB No 1545-0047

**2016**

**Open to Public Inspection**

**Employer identification number**

13-0432130

**990 Schedule O, Supplemental Information**

| Return Reference                     | Explanation  |
|--------------------------------------|--|
| FORM 990, PART VI, SECTION A, LINE 1 | THE EXECUTIVE COMMITTEE OF THE BOARD IS COMPOSED OF 11 INDIVIDUALS WHICH INCLUDES FOUR CURRENT ELECTED OFFICERS, PRESIDENT OF THE ASSOCIATION, ONE REPRESENTATIVE FROM THE PROPERTIES, ALLIED, AND HOTEL COMPANIES MEMBERS, TWO REPRESENTATIVES FROM THE PARTNER STATE LODGING ASSOCIATIONS, AND ONE REPRESENTATIVE FROM THE AUDIT COMMITTEE THE EXECUTIVE COMMITTEE SHALL CONDUCT THE NECESSARY BUSINESS OF THE ORGANIZATION BETWEEN MEETINGS OF THE BOARD OF DIRECTORS INCLUDING REGULAR OVERSIGHT OF ALL THE ORGANIZATIONS ENTITIES ALL ACTIONS OF THE EXECUTIVE COMMITTEE MUST BE REVIEWED AND RATIFIED BY THE BOARD BY THE NEXT MEETING |

**990 Schedule O, Supplemental Information**

| Return<br>Reference                           | Explanation  |
|---|--|
| FORM 990,<br>PART VI,<br>SECTION A,<br>LINE 6 | THE MEMBER TYPES OF THE ASSOCIATION INCLUDE PARTNER STATE, PROPERTY OWNER, CORPORATE/MULTI-UNIT OWNER, INTERNATIONAL, FACULTY, STUDENT, ALLIED, AND UNDER 30 GATEWAY MEMBERS HOTELS , HOTEL COMPANIES, ALLIED COMPANIES AND INDIVIDUALS CAN BE MEMBERS |

# 990 Schedule O, Supplemental Information

| Return<br>Reference                            | Explanation   |
|--|---|
| FORM 990,<br>PART VI,<br>SECTION A,<br>LINE 7A | EACH MEMBER OF THE ASSOCIATION HAS A VOICE IN THE GOVERNANCE OF THE ORGANIZATION BY VIRTUE OF BEING ENTITLED TO VOTE AT THE MEETINGS OF THE MEMBERS MEMBERS GENERALLY VOTE ON OFFICERS, BOARD MEMBERS AND BYLAW CHANGES |

## 990 Schedule O, Supplemental Information

| Return Reference                                | Explanation   |
|---|---|
| FORM 990,<br>PART VI,<br>SECTION B,<br>LINE 11B | THE BOARD OF DIRECTORS DELEGATED THE REVIEW OF FORM 990 TO THE AUDIT AND CERTIFICATION & CREDENTIALS COMMITTEE (ACC) BEFORE FILING. A DRAFT OF FORM 990 IS POSTED ON A SECURED WEBSITE MADE AVAILABLE TO THE ACC FOR REVIEW. THE ACC REVIEWS THE ENTIRE RETURN AND DIRECTS ANY QUESTIONS TO THE CHIEF FINANCIAL OFFICER (CFO) OF THE ASSOCIATION. QUESTIONS ARE COMMUNICATED TO THE CFO OF THE ASSOCIATION THAT MAY LEAD TO REVISIONS TO THE RETURN BEFORE IT IS FINALIZED AND FILED WITH THE INTERNAL REVENUE SERVICE. |

**990 Schedule O, Supplemental Information**

| Return<br>Reference                             | Explanation   |
|---|---|
| FORM 990,<br>PART VI,<br>SECTION B,<br>LINE 12C | ON AN ANNUAL BASIS ALL EMPLOYEES ARE GIVEN THE CONFLICT OF INTEREST POLICY AND ARE REQUIRED TO SIGN THE ACKNOWLEDGEMENT FORM INDICATING THAT THEY HAVE READ AND UNDERSTAND THE POLICY AND GUIDELINES. ADDITIONALLY, THE POLICY IS IN THE EMPLOYEE HANDBOOK THAT THEY, ON AN ANNUAL BASIS, MUST REVIEW AND SIGN. SHOULD A CONFLICT OF INTEREST BE BROUGHT TO THE ASSOCIATION'S ATTENTION, ALL LEGAL GUIDELINES WILL BE FOLLOWED ACCORDING TO THE POLICY SET FORTH IN THE EMPLOYEE HANDBOOK. BOARD MEMBERS ARE REQUIRED TO SIGN ACKNOWLEDGEMENT OF THE CONFLICT OF INTEREST POLICY ON AN ANNUAL BASIS. THIS PROCESS INCLUDES REVIEWING AND COMPLETING A DISCLOSURE STATEMENT. ADDITIONALLY, THE DUTY TO DISCLOSE CONFLICTS OF INTEREST IS AN ONGOING ONE, AND ANY NEW INFORMATION SHOULD BE REPORTED PROMPTLY TO THE PRESIDENT/CHIEF EXECUTIVE DIRECTOR AND/OR THE BOARD OF DIRECTORS AND DISCUSSED WITH AMERICAN HOTEL AND LODGING ASSOCIATION'S COUNSEL. THE POLICY IS ALSO INCLUDED IN THE BOARD AGENDA ALONG WITH THE ANTI-TRUST LAW AS A REMINDER OF THE POLICY. |

**990 Schedule O, Supplemental Information**

| Return<br>Reference                            | Explanation   |
|--|---|
| FORM 990,<br>PART VI,<br>SECTION B,<br>LINE 15 | A COMMITTEE MADE UP OF THE CHAIR, VICE CHAIR, IMMEDIATE PAST CHAIR, AND TREASURER/SECRETARY OF AMERICAN HOTEL AND LODGING ASSOCIATION (AH&LA) REVIEWS THE "ASSOCIATION EXECUTIVE COMPENSATION & BENEFITS STUDY" PUBLISHED BY THE AMERICAN SOCIETY OF ASSOCIATION EXECUTIVES. THIS STUDY EXAMINES THE SALARIES AND EMPLOYMENT BENEFITS OF CHIEF EXECUTIVE OFFICERS ON NON-PROFIT ORGANIZATIONS, AS WELL AS OTHER KEY POSITIONS. THE STUDY IS BROKEN DOWN INTO GEOGRAPHIC LOCATION OF NON-PROFIT ORGANIZATIONS AND BUDGET SIZE. THE COMPENSATION AND BENEFITS OF THE PRESIDENT & CHIEF EXECUTIVE DIRECTOR (CEO) ARE MEASURED AGAINST THE RESULTS OF THE STUDY. ADDITIONALLY, THE BOARD OF DIRECTORS GIVES ITS FINAL APPROVAL IN HIRING THE PRESIDENT & CEO AND DETERMINES HIS/HER COMPENSATION. WITH RESPECT TO THE OTHER OFFICERS OF AH&LA, THE PRESIDENT & CEO SETS THE COMPENSATION FOR THESE POSITIONS. THE OTHER OFFICERS OF AH&LA RECEIVE THE SAME BENEFITS AS THE ENTIRE STAFF. THIS PROCESS WAS LAST COMPLETED IN 2014. |

# 990 Schedule O, Supplemental Information

| Return<br>Reference                            | Explanation  |
|--|--|
| FORM 990,<br>PART VI,<br>SECTION C,<br>LINE 19 | THE AMERICAN HOTEL AND LODGING ASSOCIATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST |

**990 Schedule O, Supplemental Information**

| Return<br>Reference               | Explanation   |
|-----------------------------------|---|
| FORM 990,<br>PART IX,<br>LINE 11G | CONSULTING FEES 3,892,904 PENSION SERVICES 10,200 PAYROLL SERVICES 6,984 PERSONNEL RECRUITMENT<br>5,354 |

SCHEDULE R  
(Form 990)

Department of the Treasury  
Internal Revenue Service

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](http://www.irs.gov/form990).

OMB No 1545-0047

2016

Open to Public Inspection

Name of the organization  
AMERICAN HOTEL & LODGING ASSOCIATION

Employer identification number  
13-0432130

Part I Identification of Disregarded Entities

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

| (a)<br>Name, address, and EIN (if applicable) of disregarded entity | (b)<br>Primary activity | (c)<br>Legal domicile (state or foreign country) | (d)<br>Total income | (e)<br>End-of-year assets | (f)<br>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)<br>Name, address, and EIN of related organization   | (b)<br>Primary activity                                 | (c)<br>Legal domicile (state or foreign country) | (d)<br>Exempt Code section | (e)<br>Public charity status (if section 501(c)(3)) | (f)<br>Direct controlling entity     | (g)<br>Section 512 (b)(13) controlled entity? |    |
|---|---|--|----------------------------|---|--------------------------------------|---|----|
|   |   |  |                            |   |                                      | Yes   | No |
| (1)AMERICAN HOTEL AND LODGING EDUCATIONAL FOUNDATION INC<br>1250 I STREET NW 1100<br><br>WASHINGTON, DC 20005<br>13-6095316       | CREATE AND GRANT AWARDS FOR HOSPITALITY INDUSTRY        | NY   | 501(C)(3)                  | LINE 12A, I   | AMERICAN HOTEL & LODGING ASSOCIATION | Yes   |    |
| (2)AMERICAN HOTEL AND LODGING EDUCATIONAL INSTITUTE<br>800 NORTH MAGNOLIA AVENUE SUITE 300<br><br>ORLANDO, FL 32803<br>38-1557821 | DEVELOP INSTRUCTIONAL MATERIAL FOR HOSPITALITY INDUSTRY | MI   | 501(C)(3)                  | LINE 12A, I   | AMERICAN HOTEL & LODGING ASSOCIATION | Yes   |    |
|   |   |  |                            |   |                                      |   |    |
|   |   |  |                            |   |                                      |   |    |
|   |   |  |                            |   |                                      |   |    |
|   |   |  |                            |   |                                      |   |    |
|   |   |  |                            |   |                                      |   |    |
|   |   |  |                            |   |                                      |   |    |

**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)<br>Name, address, and EIN of<br>related organization   | (b)<br>Primary activity          | (c)<br>Legal<br>domicile<br>(state<br>or<br>foreign<br>country) | (d)<br>Direct controlling<br>entity           | (e)<br>Predominant<br>income(related,<br>unrelated,<br>excluded from<br>tax under<br>sections 512-<br>514) | (f)<br>Share of total<br>income | (g)<br>Share of end-<br>of-year<br>assets | (h)<br>Disproportionate<br>allocations? |    | (i)<br>Code V-UBI<br>amount in<br>box 20 of<br>Schedule K-1<br>(Form 1065) | (j)<br>General or<br>managing<br>partner? |    | (k)<br>Percentage<br>ownership |
|--|----------------------------------|---|---|--|---------------------------------|---|---|----|--|---|----|--------------------------------|
|  |                                  |   |   |  |                                 |   | Yes                                     | No |  | Yes                                       | No |                                |
| <b>(1)</b> AMERICAS LODGING INVESTMENT SUMMIT LLC<br>2900 BRISTOL STREET SUITE D1010<br>COSTA MESA, CA 92626<br>52-2313996 | INDUSTRY RELATED<br>CONFERENCING | CA  | AMERICAN<br>HOTEL &<br>LODGING<br>ASSOCIATION | RELATED  | 2,450,845                       | 2,476,464                                 |   | No |  |   | No | 50 000 %                       |
|  |                                  |   |   |  |                                 |   |   |    |  |   |    |                                |
|  |                                  |   |   |  |                                 |   |   |    |  |   |    |                                |
|  |                                  |   |   |  |                                 |   |   |    |  |   |    |                                |
|  |                                  |   |   |  |                                 |   |   |    |  |   |    |                                |
|  |                                  |   |   |  |                                 |   |   |    |  |   |    |                                |
|  |                                  |   |   |  |                                 |   |   |    |  |   |    |                                |

**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)<br>Name, address, and EIN of<br>related organization   | (b)<br>Primary activity | (c)<br>Legal<br>domicile<br>(state or foreign<br>country) | (d)<br>Direct controlling<br>entity  | (e)<br>Type of entity<br>(C corp, S corp,<br>or trust) | (f)<br>Share of total<br>income | (g)<br>Share of end-of-<br>year<br>assets | (h)<br>Percentage<br>ownership | (i)<br>Section 512(b)<br>(13) controlled<br>entity? |    |
|--|-------------------------|---|--------------------------------------|--|---------------------------------|---|--------------------------------|---|----|
|  |                         |   |                                      |  |                                 |   |                                | Yes   | No |
| <b>(1)</b> AMERICAN HOTEL & LODGING ASSOCIATION DIRECTORY CORPORATION<br>1250 I STREET NW SUITE 1100<br>WASHINGTON, DC 20005<br>13-0432100 | PUBLISHER               | NY  | AMERICAN HOTEL & LODGING ASSOCIATION | C  | -1,227                          |   | 100 000 %                      | Yes   |    |
|  |                         |   |                                      |  |                                 |   |                                |   |    |
|  |                         |   |                                      |  |                                 |   |                                |   |    |
|  |                         |   |                                      |  |                                 |   |                                |   |    |
|  |                         |   |                                      |  |                                 |   |                                |   |    |
|  |                         |   |                                      |  |                                 |   |                                |   |    |
|  |                         |   |                                      |  |                                 |   |                                |   |    |

**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?

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

**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

See Additional Data Table

| (a)<br>Name of related organization | (b)<br>Transaction<br>type (a-s) | (c)<br>Amount involved | (d)<br>Method of determining amount involved |
|-------------------------------------|----------------------------------|------------------------|--|
|                                     |                                  |                        |  |
|                                     |                                  |                        |  |
|                                     |                                  |                        |  |
|                                     |                                  |                        |  |
|                                     |                                  |                        |  |

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

Additional Data

Software ID:  
Software Version:  
EIN: 13-0432130  
Name: AMERICAN HOTEL & LODGING ASSOCIATION

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

| (a)<br>Name of related organization |   | (b)<br>Transaction<br>type(a-s) | (c)<br>Amount Involved | (d)<br>Method of determining amount involved |
|-------------------------------------|---|---------------------------------|------------------------|--|
| (1)                                 | AMERICAN HOTEL & LODGING EDU FOUNDATION | B                               | 897,610                | CASH   |
| (1)                                 | AMERICAN HOTEL & LODGING EDU FOUNDATION | J                               | 500,107                | CASH   |
| (2)                                 | AMERICAN HOTEL & LODGING EDU FOUNDATION | O                               | 212,893                | CASH   |
| (3)                                 | AMERICAN HOTEL & LODGING EDU FOUNDATION | Q                               | 239,932                | CASH   |
| (4)                                 | AMERICAN HOTEL & LODGING EDU INSTITUTE  | B                               | 448,805                | CASH   |
| (5)                                 | AMERICAN HOTEL & LODGING EDU INSTITUTE  | O                               | 169,816                | CASH   |
| (6)                                 | AMERICAN HOTEL & LODGING EDU INSTITUTE  | Q                               | 676,812                | CASH   |
| (7)                                 | AMERICAS LODGING INVESTMENT SUMMIT LLC  | S                               | 2,375,933              | CASH   |