efile GRAPHIC print - DO NOT PROCESS As Filed Data -Form 990

Department of the Treasury Internal Revenue Service

DLN: 93493317031057

2016

OMB No 1545-0047

# **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 <a href="https://www.irs.gov/form990">www.irs.gov/form990</a> Open to Public Inspection

B Check if applicable ☑ Address change ☐ Name change	C Name of organization AMERICAN PET PRODUCTS ASSOCIATION INC	D Employer identification number
☐ Initial return Final ☐eturn/terminated ☐ Amended return ☐ Application pending	Number and street (or P O box if mail is not delivered to street address)  Room/suite 225 HIGH RIDGE ROAD NO W200	E Telephone number (203) 532-0000
□ Application pending	City or town, state or province, country, and ZIP or foreign postal code STAMFORD, CT 06905	<b>G</b> Gross receipts \$ 14.856.835
Own we	osite 🗌 Another's website 🗹 Upon request 🔲 Other (explain in Schedule O)	)
	chedule O whether (and if so, how) the organization made its governing documents, on nancial statements available to the public during the tax year	conflict of interest
	ne, address, and telephone number of the person who possesses the organization's b AFFE 225 HIGH RIDGE ROAD NO W200 STAMFORD, CT 06905 (203) 532-0000	ooks and records
		Form <b>990</b> (2016

Forr	n 990 (2016)					Page <b>2</b>
Pa	rt III Statement of Program Service	Accomplishme	nts			
	Check if Schedule O contains a respon	se or note to any lir	ne in this Part III			🗹
1	Briefly describe the organization's mission	,				
APP.	A'S MISSION IS TO PROMOTE, DEVELOP AND A	DVANCE PET OWNE	RSHIP AND THE PE	T PRODUCTS INDU	STRY, AND TO PRO	/IDE THE SERVICES
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Pa	art V Endowment Funds. Complete if	the organization	answered "Yes"	on Form 990, Pa	rt 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					
С	Net investment earnings, gains, and losses					
d	Grants or scholarships					
е	Other expenditures for facilities					
	and programs					
f	Administrative expenses					
_	End of year halance				1	

Form 990 (2016)					Page <b>3</b>
Part IV Checklist of Req	uired Schedules			Yes	No
1 Institution of the second	nd in nortion E01/a)/3) as 40/	17/a\/1\ /akhar khan a muuska	Edat.au\) 76 "Vaa " aamalat.	l l	NI-
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	(a) Cost or other basis	(h)Cook on other basis (other)	(a)) assumulated damas artism	(d)Book value	
Description of property	(investment)	(b)Cost or other basis (other)	(c)Accumulated depreciation	(d)Book value	е
<b>1a</b> Land		289,035			289,035
<b>b</b> Buildings		2,407,957	653,758		1,754,199
c Leasehold improvements			1117.11		
<b>d</b> Equipment		177,683	153,492		24,191
e Other					
Total. Add lines 1a through 1e (C	Column (d) must equal Form	990, Part X, column (B), line 1	10(c)) ▶		2,067,425
			Sche	dule D (Form 99	0) 2016

Yes

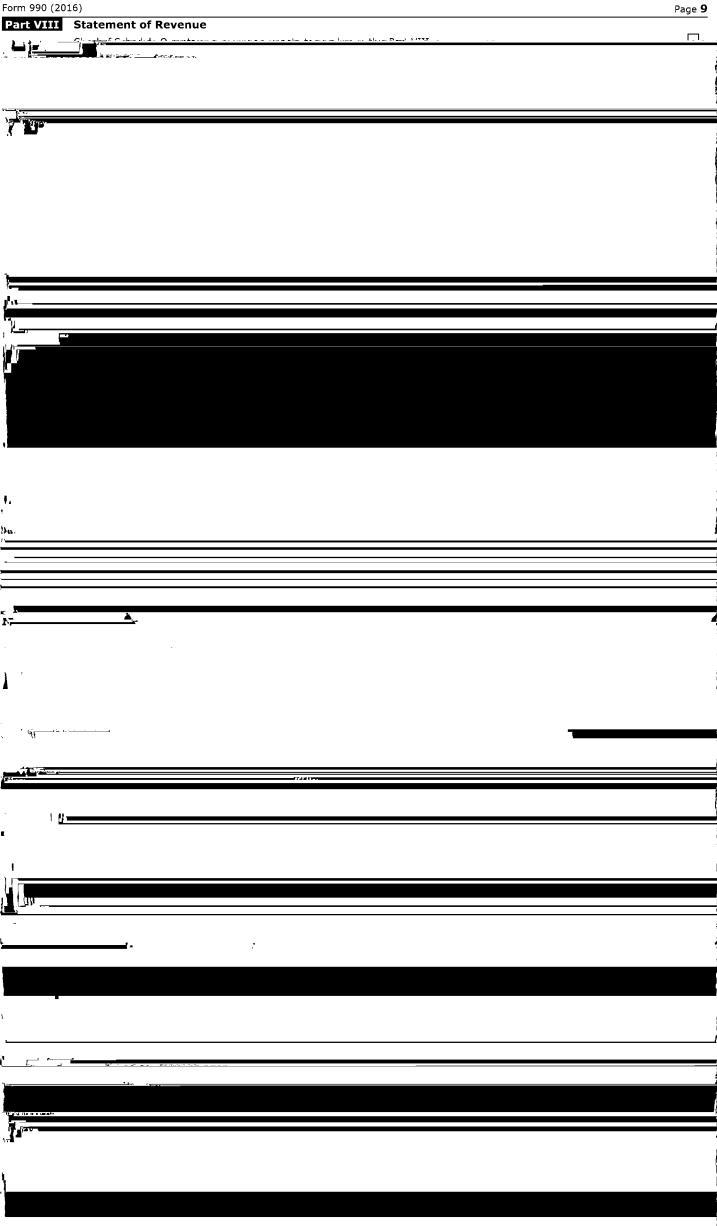
No

· <del></del>	
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25 )	
2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization	
organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of	
	Schedule D (Form 990) 2016

Part	90 (2016)			Page
	Check if Schedule O contains a response or note to any line in this Part V	•	 Yes	⊔ No
1a E	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable   1a   42		res	NO
	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b 0			
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
	(gambling) winnings to prize winners?	1c		
2a L	Enter the number of employees reported on Form w-3, Transmittation wade and			
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Form	990 (2016)			Page <b>6</b>
Par	<b>Governance, Management, and Disclosure</b> For each "Yes" response to lines 2 through 7b below, and for a "No 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O See instructions	" respo	onse to li	nes
	Check if Schedule O contains a response or note to any line in this Part VI	<u></u>		✓
Se	ection A. Governing Body and Management		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 1a		163	
	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	Enter the number of voting members included in line 1a, above, who are independent  1b			
	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	Yes	
4	_Did the <u>organization make</u> any significant changes to its governing documents since the prior Form 990 was fi <u>led?</u>			
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Form 990 (2	016)	Page <b>7</b>
Part VII	Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees,	
	and Independent Contractors	
	Check if Schedule O contains a response or note to any line in this Part VII	<u>.                                     </u>
Section	A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees	
1a Complete	this table for all necessary required to be listed. Penert compensation for the calendar year ending with or within the organization	n'a tay
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	) \$ Police # # Total	1
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1 (a	) Name of disqi	ualified person	(b)	(b) Relationship between disqualified person and (c) Description of					(d)	Corrected		
				Ċ	rganization	-		transaction Yes			S No	
							$\perp$					
							+					
		curred by organi										
4958	nount of tax if	any, on line 2, a	hove reimb	ursed by the o	rapuzation		•			\$ —— \$		
3 Enter the ai	nount or tax, ii	any, on line 2, a	ibove, reiiiil	dised by the o	rganization .		•	•		→ —		
Part II Loa	ans to and/o	r From Inter	ested Per	sons.								
Con		anızatıon answe			Part V, line 3	8a, or Form 99	0, Pa	rt IV,	line 26	, or if t	he orga:	nization
<u> </u>		t on Form 990,		· ·	14.30	(6) 5 1				,		
(a) Name of nterested person		nip (c) Purpose		to or from the nization?	(e)Original principal	(f)Balance due	(g)	ın ult?	Appro	ı) ved by		Written eement?
recreated person	With Organizat	or loan	o ga	III ZUCIOII	amount	uue	uciu	uit.		d or	agiv	Cincin
				-			Yes         No         Yes         No         Yes         I					
			То	From					No			
				-								
otal					\$							
Part IIII Gra	nts or Assis	t <mark>ance Benefit</mark> rganization an	ing Inter	estea Persoi	<b>15.</b> 100 Part IV	lino 27						
a) Name of inter		(b) Relationship		(c) Amount of		(d) Type o	f acci	ctano	_	(a) Du	nose of	assistanc
a) Name of filter	ested person	interested perso		(c) Amount of assistance		(d) Type o	1 0331	Staric	٦	(e) Fui	pose oi	assistant
		organizat	ion									

Check if Schedule O contains a response or note to any line in this Part IX	990 (2016)				Page
1 Cash-non-interest-bearing	t X Balance Sheet				
1 Cash-non-interest-bearing	Check if Schedule O contains a	response or note to any line in this Par		<u></u>	
1.874.064 1 1.15t 2 Savings and temporary cash investments					( <b>B</b> ) End of year
2 Savings and temporary cash investments	1 Cash-non-interest-hearing			64 1	1,150,2
OSHUA VETERE  JOSHUA VETERE IS THE SON OF THE PRESIDENT OF APPA, ROBERT L VETERE  VETERE  OF BASE SALARY, NON-TAXABLE HEALTH BENEFITS AND COMPANY FUNDED RETIREMENT PLAN  Provide additional information Provide additional information for responses to questions on Schedule L (see instructions)					5,766,0
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OF APPA, ROBERT L VETERE  OF THE TRANSACTION CONSISTS OF BASE SALARY, NON-TAXABLE HEALTH BENEFITS AND COMPANY FUNDED RETIREMENT PLAN  TV Supplemental Information Provide additional information for responses to questions on Schedule L (see instructions)	 DSHUA VETERE	JOSHUA VETERE IS THE	103,198 JOSHUA VETER	E IS EMPLOYE	D AS N
VETERE  OF THE TRANSACTION CONSISTS OF BASE SALARY, NON-TAXABLE HEALTH BENEFITS AND COMPANY FUNDED RETIREMENT PLAN  TO Supplemental Information Provide additional information for responses to questions on Schedule L (see instructions)					NINT
HEALTH BENEFITS AND COMPANY FUNDED RETIREMENT PLAN  **TOTAL COMPANY FUNDED RETIREMENT			OF THE TRANS	ACTION CONS	ISTS
### FUNDED RETIREMENT PLAN			OF BASE SALA	RY, NON-TAXA ITS AND COME	BLE
Provide additional information for responses to questions on Schedule L (see instructions)					ANI
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·			e L (See mad dedons)		
Schedule L (Form 990 or 990-EZ)	Provide additional information				
Schedule E (Tohir 990 til 990 EE)	Provide additional information		Explanation	hadula I (Form	900 or 900-F7) 2
	Provide additional information		Explanation	hedule L (Form	n 990 or 990-EZ) :

rm 990 (2016)				Page <b>12</b>
Part XI Reconcilliation of Net Assets				
Check if Schedule O contains a response or note to any line in this Part XI				
1 Total revenue (must equal Part VIII, column (A), line 12)	1		11	,515,327
2 Total expenses (must equal Part IX, column (A), line 25)	2			,148,926
3 Revenue less expenses Subtract line 2 from line 1	3			366,401
4 Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		9	,842,248
<b>5</b> Net unrealized gains (losses) on investments	5			272,081
6 Donated services and use of facilities	6			
7 Investment expenses	7			
8 Prior period adjustments	8			
9 Other changes in net assets or fund balances (explain in Schedule O)	9			0
10 Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10		10	,480,730
art XII Financial Statements and Reporting	•			
Check if Schedule O contains a response or note to any line in this Part XII				✓
Accounting method used to prepare the Form 990	on a	2a		No

#### **Additional Data**

Software ID:

Software Version:

**EIN:** 13-6146744

Name: AMERICAN PET PRODUCTS ASSOCIATION INC

Form 990 (2016)

#### \_\_\_\_\_\_

Form 990, Part III, Line 4a:

GLOBAL PET EXPO GLOBAL PET EXPO, THE PET INDUSTRY'S LARGEST ANNUAL TRADE SHOW, IS PRESENTED BY THE AMERICAN PET PRODUCTS ASSOCIATION (APPA) AND PET INDUSTRY DISTRIBUTORS ASSOCIATION (PIDA) THE 2016 GLOBAL PET EXPO FEATURED APPROXIMATELY 1,100 EXHIBITORS, 3,200 BOOTHS AND MORE THAN 3,000 NEW PRODUCT LAUNCHES MORE THAN 6,200 PET PRODUCT BUYERS FROM AROUND THE WORLD ATTENDED IN 2017, GLOBAL PET EXPO ONCE NAMED "THE GREATEST SHOW ON EARTH" BY TRADE SHOW EXECUTIVE MAGAZINE, WILL TAKE PLACE MARCH 22-24 IN ORLANDO, FLORIDA TO BETTER ACCOMMODATE BUYERS AND

#### Form 990, Part III, Line 4b: INDUSTRY GROUP SUPPORT APPA PROVIDES ANNUAL SUPPORT TO VARIOUS INDUSTRY GROUPS IN 2016, APPA GAVE AWARDS AND PROVIDED SUPPORT TO THE FOLLOWING ORGANIZATIONS THE PET CARE TRUST, THE PET INDUSTRY JOINT ADVISORY COUNCIL, AND THE HUMAN ANIMAL BOND RESEARCH INITIATIVE

FOUNDATION, PET LEADERSHIP COUNCIL, OVER THE YEARS APPA SUPPORTED THE PET INDUSTRY IN THE TENS OF MILLIONS OF DOLLARS.

PROMOTING PET OWNERSHIP & THE PET INDUSTRY IN 2005, APPA IMPLEMENTED THE PAL (PETS ADD LIFE) PSA CAMPAIGN THE PALCAMPAIGN IS DESIGNED TO ENCOURAGE PEOPLE TO APPRECIATE THE VALUE OF PET OWNERSHIP, TEACH PEOPLE TO BE RESPONSIBLE PET OWNERS, AND PROMOTE THE IMPORTANCE OF PET OWNERSHIP TO GOOD MENTAL HEALTH, COMPANIONSHIP AND LOVE THE PAL CAMPAIGN DELIVERS A WIDE VARIETY OF IMPORTANT PET RELATED MESSAGES TO A VAST

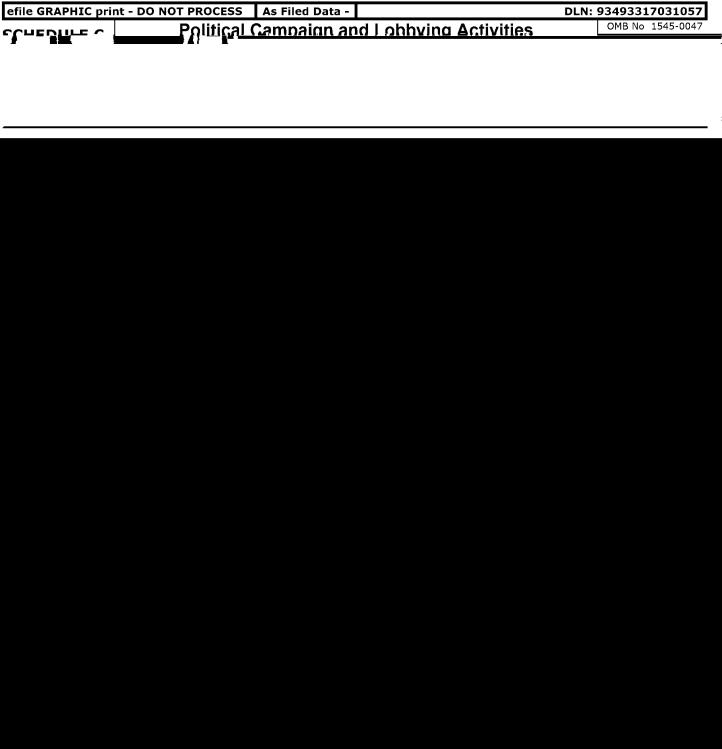
AUDIENCE USING PUBLIC SERVICE ANNOUNCEMENTS, DISPLAY ADS, POSTERS, BROCHURES, AND NEWS STORIES FOR MORE INFORMATION VISIT

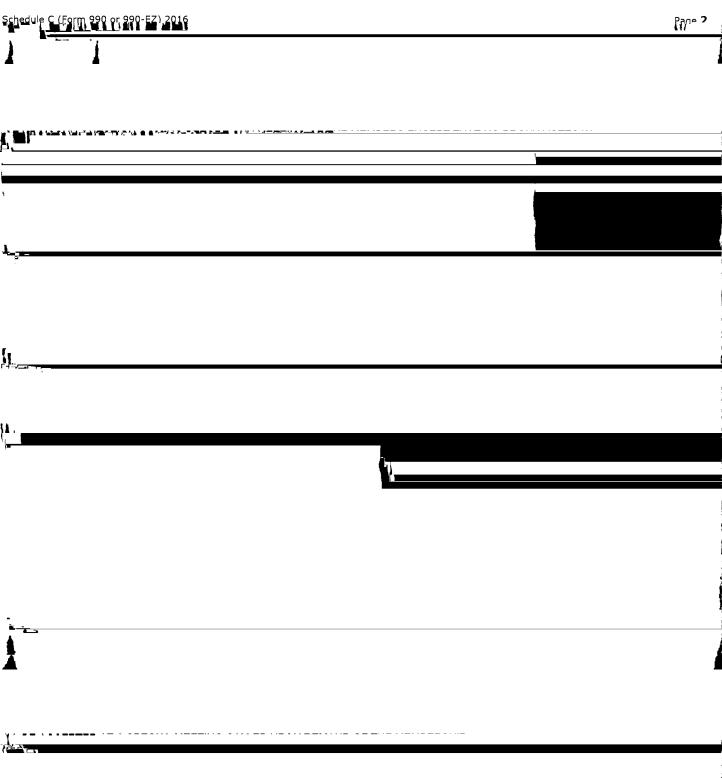
WWW PETSADDLIFE ORG TO FURTHER PROMOTE THE PET INDUSTRY AND TO MORE CLEARLY DEFINE ITS GOALS AND OBJECTIVES, APPA HAS PLAYED AN INTEGRAL ROLE

IDENTIFIED KEY ISSUES FACING THE INDUSTRY AND IS CURRENTLY TAKING STEPS TO ADDRESS THOSE ISSUES

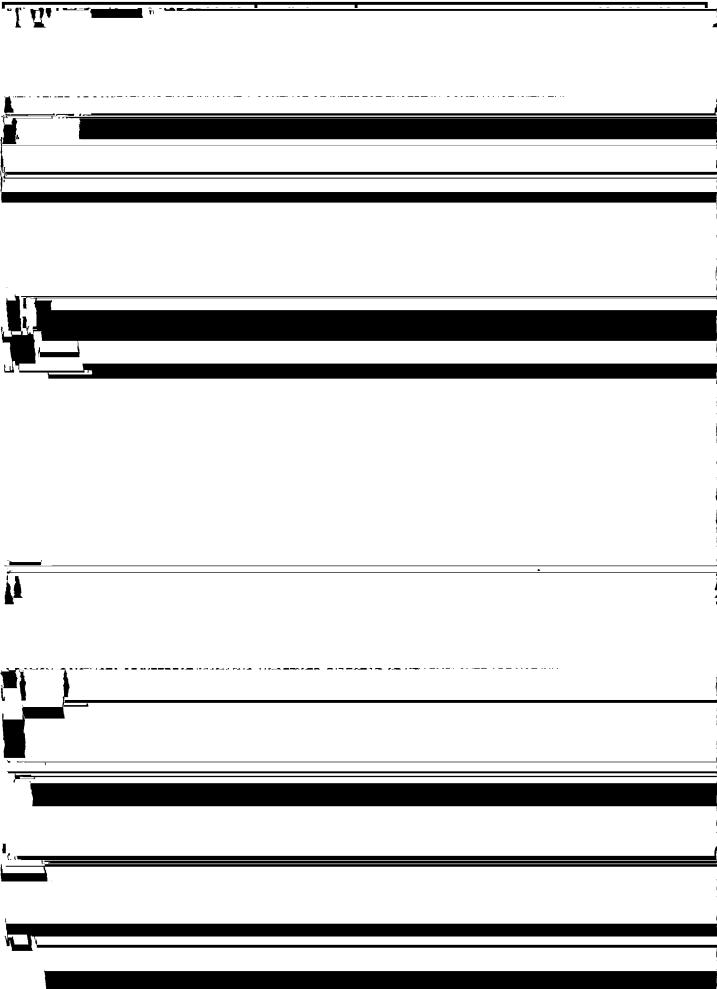
Form 990, Part III, Line 4c:

IN ESTABLISHING PET LEADERSHIP COUNCIL, A GROUP COMPRISED OF A COLLABORATION OF DIVERSE LEADERS WITHIN THE PET INDUSTRY THIS GROUP HAS





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)). (a) (b) For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity Yes No **Amount** During the year, did the filing organization attempt to influence foreign, national, state or local legislation, 1 including any attempt to influence public opinion on a legislative matter or referendum, through the use of Volunteers? Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? Media advertisements? Mailings to members, legislators, or the public? Publications, or published or broadcast statements? Grants to other organizations for lobbying purposes? Direct contact with legislators, their staffs, government officials, or a legislative body? Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? Other activities? Total Add lines 1c through 1i Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? 2a If "Yes," enter the amount of any tax incurred under section 4912 ptor the emaint of any tax inclined by araphization manager funder coction 1912



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

✓ Yes 🗆 No

10	t XI Reconciliation of Revenue per Audited Financia	al Stat	ements With Reve	nue per Re	Page 4 eturn
	Complete if the organization answered 'Ye				
1	Total revenue, gains, and other support per audited financial statements			1	11,728,894
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
а	Net unrealized gains (losses) on investments	2a	272,081		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII )	2d			
е	Add lines 2a through 2d			2e	272,08
3	Subtract line <b>2e</b> from line <b>1</b>			3	11,456,813
4	Amounts included on Form 990, Part VIII, line 12, but not on line ${f 1}$				
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Page <b>5</b>	Schedule D (Form 990) 2015
inued)	Part XIII Supplemental Information (co
Explanation	Return Reference

Schedule D (Form 990) 2016

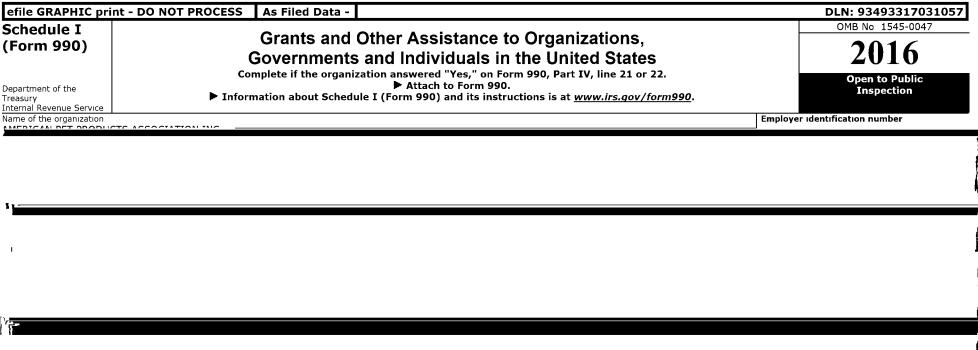
### **Additional Data**

Software ID: Software Version:

ETN: 13-61/167/

**EIN:** 13-6146744

Name: AMERICAN PET PRODUCTS ASSOCIATION INC



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## **Additional Data**

HUMAN ANIMAL BOND

RESEARCH INITIATIVE (HABRI) FOUNDATION 1615 M STREET NW WASHINGTON, DC 20036

### Software ID: Software Version:

27-4159453

**EIN:** 13-6146744

Name: AMERICAN PET PRODUCTS ASSOCIATION INC

501(C)(3)

Manie: AMERICANTET HODGETS ASSOCIATION INC

Form 990, Schedule I, Part	II, Grants and	Other Assistance to	Domestic Organiza	tions and Domest	ic 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
PET LEADERSHIP COUNCIL 255 GLENVILLE ROAD GREENWICH, CT 06831	47-2941934	501(C)(4)	771,291				ADVOCATE PET OWNERSHIP

200,824

SUPPORT RESEARCH

Fo	rm 990,Schedule I, Part	II, Grants and	Other Assistance	to D	Domestic Organiza	ations and Domesti	ic Governments.		
	(a) Name and address of	(b) FIN	(c) IRC section		(d)_Amount_of cash	(e) Amount of non-	(f) Method of valuation	(a) Description of	(h) Purpose of grant
ă.	24		•						

سيل)



efile GRAPHIC print - DO NOT PROCESS As Filed Data -DLN: 93493317031057 **Compensation Information** OMB No 1545-0047 Schedule J (Form 990) For certain Officers, Directors, Trustees, Key Employees, and Highest 2015 **Compensated Employees** ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23. ▶ Attach to Form 990. Open to Public Department of the ▶ Information about Schedule J (Form 990) and its instructions is at <a href="https://www.irs.gov/form990">www.irs.gov/form990</a>. Inspection Treasury Internal Revenue Service Name of the organization **Employer identification number** AMERICAN PET PRODUCTS ASSOCIATION INC 13-6146744 **Questions Regarding Compensation** Part I Yes No <u>Check the appropriate boxies lifthe organization provided any of the following to or for a person listed on Form</u> ▶MIRANDA JAFFE 225 HIGH RIDGE ROAD NO W200 STAMFORD, CT 06905 (203) 532-0000 Form **990** (2016)

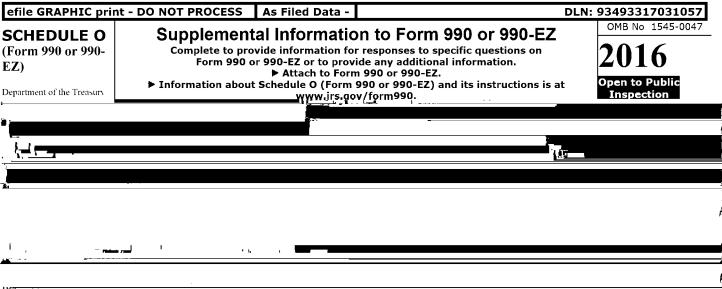
Schedule J (Form 990) 2015					Page <b>2</b>
Part II Officers, Directors, Trustees, Key Employees, and Highest C	Compensated Employ	<b>yees.</b> Use duplicate o	opies if additional	space is needed.	
For each individual whose compensation must be reported on Schedule J, report compensa instructions, on row (ii) Do not list any individuals that are not listed on Form 990, Part VI		on row (I) and from relat	ed organizations, des	cribed in the	
Note. The sum of columns (B)(I)-(III) for each listed individual must equal the total amount		ection A , line 1a, applical	ble column (D) and (E	e) amounts for that ind	ıvıdual
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Return Reference	Explanation
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	
Part IIII Supplemental Inform	nation
Schedule J (Form 990) 2015	Page <b>3</b>

Schedule J (Form 990) 2015

efile GRAPHIC print - DC	NOT PROCESS	As Filed Data -		DLN	: 93493317031057
Schedule L (Form 990 or 990-EZ)		Complete if the org	nterested Persons		OMB No 1545-0047
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Schedule L (Form 990 or 990-EZ) 2016				Page <b>2</b>
Part IV Business Transactions Involving Intereste Complete if the organization answered "Yes" o		IV, line 28a, 28b, o	or 28c.	
(a) Name of interested person (b) Relationsh between interest			escription of transacti	on <b>(e)</b> Sharing of
12 1				
· <del></del>				
Section 501(c)(3) and 501(c)(4) organizations must complete all c	olumns All other org	ianizations must com	plete column (A)	
Check if Schedule O contains a response or note to any	y line in this Part IX			🗆
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraisingexpenses
1 Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	1,173,115			
2 Grants and other assistance to domestic individuals See Part IV, line 22				



990 Schedule O, Supplemental Information Return **Explanation** Reference FORM 990 CLASSIFICATION MEMBERSHIP IN THIS ASSOCIATION SHALL BE DIVIDED INTO THE ACTIVE MEMBERSHIP. PART VI. CLASS AND SUCH OTHER MEMBERSHIP CLASSES AS SHALL BE ESTABLISHED BY THE BOARD. THE BOARD OF SECTION A. F DIRECTORS SHALL ESTABLISH OTHER MEMBERSHIP CLASSES, HAVING NO VOTE, WHICH THE BOARD DEEM LINE 6 S NECESSARY OR APPROPRIATE FOR THE GOOD AND WELFARE OF THE INDUSTRY DESIGNATIONS, QUALIFI CATIONS AND OTHER MEMBERSHIP RIGHTS FOR SUCH CLASSES SHALL BE ESTABLISHED BY THE BOARD QU ALIFICATION FOR ACTIVE MEMBERSHIP. (A) ANY FIRM, PARTNERSHIP, JOINT-VENTURE, CORPORATION O. R OTHER BUSINESS ENTITY SEVENTY-FIVE PERCENT (75%) OF WHOSE WORLDWIDE PET PRODUCT REVENUE IS DERIVED FROM THE MANUFACTURING OR IMPORTING OF PET PRODUCTS (WHICH INCI UDES\_BUT IS NOT

# 990 Schedule O, Supplemental Information Return Explanation

Reference

FORM 990,
PART VI,
SECTION A,
INESS AS MAY PROPERLY COME BEFORE THE MEETING EACH ACTIVE MEMBER SHALL HAVE ONE (1) VOTE
WHICH MAY BE CAST BY PROXY OR IN PERSON BY THE MEMBER OR A DESIGNATED REPRESENTATIVE THERE

Return Explanation
Reference

AMENDMENTS TO THE BY-I AWS MAY BE PROPOSED BY THE BOARD OF DIRECTORS OR UPON THE WRITTEN AN

D SIGNED PETITION OF TWENTY (20) MEMBERS OF THE ASSOCIATION AMENDMENTS TO THE BY-LAWS MAY

990 Schedule O, Supplemental Information

section 501(h)).

FORM 990.

PART VI.

SECTION A.
LINE 7B

BE ADOPTED BY A MAJORITY VOTE OF THE ACTIVE MEMBERS VOTING AT ANY MEMBERSHIP MEETING PROV

IDED THAT EACH SUCH AMENDMENT SHALL HAVE FIRST BEEN SUBMITTED IN WRITING TO THE ENTIRE MEM

BERSHIP NOT LESS THAN FOURTEEN (14) DAYS PRIOR TO THE MEETING AT WHICH SUCH AMENDMENTS ARE

TO BE VOTED UPON AMENDMENTS MAY ALSO BE ADOPTED BY A MAIL BALLOT OF THE MEMBERSHIP PROVI

DED THAT EACH SUCH AMENDMENT SHALL BE SUBMITTED TO THE ENTIRE MEMBERSHIP IN WRITING AND SH

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

Return Reference	Explanation
FORM 990,	AMERICAN PET PRODUCTS ASSOCIATION, INC. HAS ITS FORM 990 PREPARED BY AN OUTSIDE ACCOUNTING

# 990 Schedule O, Supplemental Information Return Reference Explanation

FORM 990, PART VI, SECTION B, I TOF APPA, NOT IN THEIR OWN INTEREST, OR IN THE INTEREST OF ANOTHER ENTITY OR PERSON NO O

EFICER DIRECTOR QR KEY FMPI OYEF MAY FNGAGE IN ANY TRANSACTION OR LINDERTAKE ANY POSITIONS.

Return Explanation
Reference

990 Schedule O, Supplemental Information

FORM 990,	APPA USES AN INDEPENDENT PROFESSIONAL COMPENSATION CONSULTANT, JER HR GROUP LLC, THAT PREP
PART VI,	ARES A COMPENSATION STUDY FOR THE GEOGRAPHICAL AREA AND INDUSTRY TYPE THE CONSULTANT'S RE
SECTION B,	COMMENDATIONS ARE INCORPORATED INTO THE DECISION REGARDING COMPENSATION TO THE PRESIDENT/C
LINE 15A	EO AND COO'S COMPENSATION AND BONUS THE EXECUTIVE COMMITTEE REVIEWS AND APPROVES THE PRES
	IDENT/CEO'S SALARY IN ADDITION, THEY APPROVE THE ANNUAL PERCENTAGE INCREASE FOR THE REMAI
	NING STAFF

Return Explanation
Reference

990 Schedule O, Supplemental Information

FORM 990,	FINANCIAL STATEMENTS, GOVERNING DOCUMENTS, FORM 990 AND FORM 1024 ARE MADE AVAILABLE FOR P
PART VI,	UBLIC VIEWING UPON WRITTEN REQUEST AT APPA HEADQUARTERS LOCATED AT 225 HIGH RIDGE ROAD, SU
SECTION C,	TIE W200, STAMFORD, CT 06905 THE FORM 990 IS POSTED ON WWW GUIDESTAR ORG AND OTHER SIMILA
LINE 19	R WEBSITES

990 Schedule O, Supplemental Information Return Explanation Reference

FORM 990 THE ORGANIZATION'S AUDIT COMMITTEE REVIEWS THE FINANCIAL STATEMENTS AND COMMUNICATIONS ERO.