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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)
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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 07-01-2016, and ending 06-30-2017

- B** Check if applicable
 Address change
 Name change
 Initial return
 Final
 Return/terminated
 Amended return
 Application pending

C Name of organization
IRONWORKERS LOCAL UNION 396

Doing business as

Number and street (or P O box if mail is not delivered to street address) Room/suite
2500 SOUTH 59TH STREET

City or town, state or province, country, and ZIP or foreign postal code
SAINT LOUIS, MO 63110

D Employer identification number
43-0193473

E Telephone number
(314) 647-3008

G Gross receipts \$ 5,453,417

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

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

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

J Website: ▶ N/A

K Form of organization Corporation Trust Association Other ▶

L Year of formation 1924 **M** State of legal domicile MO

Part I Summary

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

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a)	20
4 Number of independent voting members of the governing body (Part VI, line 1b)	10
5 Total number of individuals employed in calendar year 2016 (Part V, line 2a)	47
6 Total number of volunteers (estimate if necessary)	0
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

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	0	0
9 Program service revenue (Part VIII, line 2g)	4,456,725	4,153,974
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	161,420	138,364
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	109,570	93,615
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	4,727,715	4,385,953
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0	0
14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	1,369,820	1,433,507
16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,916,553	1,821,734
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	3,286,373	3,255,241
19 Revenue less expenses Subtract line 18 from line 12	1,441,342	1,130,712

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	8,401,006	9,369,762
21 Total liabilities (Part X, line 26)	68,717	61,198
22 Net assets or fund balances Subtract line 21 from line 20	8,332,289	9,308,564

Part II Signature Block

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

Sign Here

Signature of officer
Date 2017-10-16
THOMAS MCNEIL JR FINANCIAL OFFICER
Type or print name and title

Paid Preparer Use Only
Print/Type preparer's name R CHRISTOPHER MADISON CPA
Preparer's signature R CHRISTOPHER MADISON CPA
Date 2017-10-12
Check if self-employed
PTIN P00161684
Firm's name ▶ PURK & ASSOCIATES PC
Firm's EIN ▶ 26-4532849
Firm's address ▶ 1034 SOUTH BRENTWOOD BLVD STE 2000
Phone no (314) 884-4000
SAINT LOUIS, MO 63117

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission

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

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O

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

4a (Code) (Expenses \$ including grants of \$) (Revenue \$)
See Additional Data

4b (Code) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe in Schedule O)
(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses ▶

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include 20a, 20b, 21, 22, 23, 24a, 24b, 24c, 24d, 25a, 25b, 26, 27, 28a, 28b, 28c, 29, 30, 31, 32, 33, 34, 35a, 35b, 36, 37, 38.

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

Table with columns for question ID, question text, and Yes/No response boxes. Includes sections for backup withholding, employee reporting, foreign accounts, prohibited tax shelter transactions, deductible contributions, and sponsoring organizations.

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 [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a (20), 1b (10), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 3 columns: Question, Yes, No. Rows include: 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

Table with 3 columns: Question, Yes, No. Rows include: 17 (MO), 18 (Own website, Another's website, Upon request, Other), 19, 20 (THOMAS MCNEIL JR 2500 SOUTH 59TH STREET SAINT LOUIS, MO 63110 (314) 647-3008).

Part VIII Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e				
	f All other contributions, gifts, grants, and similar amounts not included above	1f				
	g Noncash contributions included in lines 1a-1f \$ _____					
	h Total. Add lines 1a-1f					
Program Service Revenue		Business Code				
	2a ASSESSMENTS	813930	3,586,724	3,586,724		
	b MEMBERSHIP DUES	813930	538,034	538,034		
	c INITIATION FEES	813930	29,216	29,216		
	d _____					
	e _____					
	f All other program service revenue					
g Total. Add lines 2a-2f		4,153,974				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		143,426		143,426	
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
	6a Gross rents	(i) Real				
		(ii) Personal				
		b Less rental expenses				
		c Rental income or (loss)				
	d Net rental income or (loss)					
	7a Gross amount from sales of assets other than inventory	(i) Securities				
		(ii) Other				
		b Less cost or other basis and sales expenses	1,062,402			
		c Gain or (loss)	1,067,464			
	d Net gain or (loss)		-5,062		-5,062	
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a				
		b Less direct expenses	b			
c Net income or (loss) from fundraising events						
9a Gross income from gaming activities See Part IV, line 19	a					
	b Less direct expenses	b				
	c Net income or (loss) from gaming activities					
10a Gross sales of inventory, less returns and allowances	a					
	b Less cost of goods sold	b				
	c Net income or (loss) from sales of inventory					
Miscellaneous Revenue	Business Code					
11a ADVANCES FROM TARGET	900099	80,438	80,438			
b MISCELLANEOUS	900099	13,177	13,177			
c _____						
d All other revenue						
e Total. Add lines 11a-11d		93,615				
12 Total revenue. See Instructions		4,385,953	4,247,589	0	138,364	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.				
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.				
2 Grants and other assistance to domestic individuals. See Part IV, line 22.				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16.				
4 Benefits paid to or for members.				
5 Compensation of current officers, directors, trustees, and key employees	486,514			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	235,922			
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	149,717			
9 Other employee benefits	504,463			
10 Payroll taxes	56,891			
11 Fees for services (non-employees)				
a Management				
b Legal	14,931			
c Accounting	26,133			
d Lobbying				
e Professional fundraising services. See Part IV, line 17.				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)				
12 Advertising and promotion	22,955			
13 Office expenses	140,218			
14 Information technology				
15 Royalties				
16 Occupancy	36,284			
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	34,110			
20 Interest				
21 Payments to affiliates	718,185			
22 Depreciation, depletion, and amortization	59,779			
23 Insurance	28,105			
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a CONTRACTOR PAYMENTS	435,801			
b EXPENSES OF UNION OFFIC	92,374			
c FIELD STEWARD EXPENSE	80,548			
d MISCELLANEOUS	51,317			
e All other expenses	80,994			
25 Total functional expenses. Add lines 1 through 24e	3,255,241			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	1,565,971	1	2,598,811
	2 Savings and temporary cash investments	251,186	2	267,141
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	82	4	82
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	815,644		
	b Less accumulated depreciation	477,422		
		398,001	10c	338,222
	11 Investments—publicly traded securities	6,172,132	11	6,153,031
	12 Investments—other securities See Part IV, line 11		12	
	13 Investments—program-related See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets See Part IV, line 11	13,634	15	12,475	
16 Total assets. Add lines 1 through 15 (must equal line 34)	8,401,006	16	9,369,762	
Liabilities	17 Accounts payable and accrued expenses	68,717	17	61,198
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	68,717	26	61,198
Net Assets or Fund Balances	27 Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. Unrestricted net assets	8,332,289	27	9,308,564
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	30 Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34. Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	8,332,289	33	9,308,564
	34 Total liabilities and net assets/fund balances	8,401,006	34	9,369,762

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	4,385,953
2	Total expenses (must equal Part IX, column (A), line 25)	2	3,255,241
3	Revenue less expenses Subtract line 2 from line 1	3	1,130,712
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	8,332,289
5	Net unrealized gains (losses) on investments	5	-154,437
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	9,308,564

Part XII Financial Statements and Reporting

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

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

Additional Data

Software ID:

Software Version:

EIN: 43-0193473

Name: IRONWORKERS LOCAL UNION 396

Form 990 (2016)

Form 990, Part III, Line 4a:

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

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ROBERT HUNT BUSINESS AGENT	2 00	X						89,223	0	0
MICHAEL HEIBECK RECORDING SECRETARY	2 00	X		X				7,461	0	0
MARVIN DUNCAN EXITING TRUSTEE	2 00	X						0	0	0
TRAVIS BARNES VICE PRESIDENT	2 00	X		X				4,986	0	0
JAY MASON EXITING EXECUTIVE COMMITTEE	2 00	X						0	0	0
RON JARVIS EXECUTIVE COMMITTEE	2 00	X						4,427	0	500
JEREMY JARVIS EXITING TRUSTEE	2 00	X						0	0	0
CARL FAULKNER EXITING SGT AT ARMS	2 00	X		X				0	0	0
WILLIAM BRENNELL PRESIDENT	40 00	X		X				88,165	0	938
DONALD ROBERTSON BUSINESS AGENT	40 00	X						89,223	0	1,058

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
THOMAS MCNEIL JR BUSINESS MANAGER/ FIN SEC	40 00	X		X				95,216	0	911
MICHAEL BUTLER BUSINESS AGENT	40 00	X						89,223	0	1,046
JEREMIAH BATES EXECUTIVE COMMITTEE	2 00	X						3,030	0	0
ROBERT WATSON EXITING EXECUTIVE COMMITTEE	2 00	X						7,741	0	0
MARK PENROD JR EXECUTIVE COMMITTEE	2 00	X						3,030	0	0
CRAIG WEBER TRUSTEE	2 00	X						0	0	0
BRYAN GIER EXAMINING COMMITTEE	2 00	X						0	0	0
DAVID DARR EXITING EXAMINING COMMITTEE	2 00	X						0	0	0
SCOTT BARNES CONDUCTOR	2 00	X		X				0	0	0
MARK CROWE TRUSTEE	2 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MIKE HOWARD EXECUTIVE COMMITTEE	2 00	X						0	0	0
CARLOS SANCHEZ TRUSTEE	2 00	X						0	0	0
JOSHUA HARRIS EXAMINING COMMITTEE	2 00	X						0	0	0
BOBBY HEIBECK EXAMINING COMMITTEE	2 00	X						0	0	0
MARTY WEIR EXAMINING COMMITTEE	2 00	X						0	0	0
KEVIN QUICK SGT AT ARMS	2 00	X						0	0	0

SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2016

Open to Public Inspection

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

Department of the Treasury
Internal Revenue Service

Name of the organization
IRONWORKERS LOCAL UNION 396

Employer identification number
43-0193473

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Yes No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Yes No

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

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

Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area

Protection of natural habitat Preservation of a certified historic structure

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

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	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? Yes No

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No

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

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

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

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

(i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

(ii) Assets included in Form 990, Part X ▶ \$ _____

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

a Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

b Assets included in Form 990, Part X ▶ \$ _____

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

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

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table
- | | Amount |
|--|--------|
| c Beginning balance | |
| d Additions during the year | |
| e Distributions during the year | |
| f Ending balance | |
- 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 | Yes | No |
| (ii) related organizations | | |
- b** If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? 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		42,646		42,646
b Buildings		352,025	258,318	93,707
c Leasehold improvements				
d Equipment		155,382	152,706	2,676
e Other		265,591	66,398	199,193
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				338,222

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 (including name of security)	(b) Book value	(c) Method of valuation 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 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.

(a) Description of liability	(b) Book value
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'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.

1	Total revenue, gains, and other support per audited financial statements		1	4,231,516
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a		-154,437
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	-154,437
3	Subtract line 2e from line 1		3	4,385,953
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1 :			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	0
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)		5	4,385,953

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

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

1	Total expenses and losses per audited financial statements		1	3,255,241
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	0
3	Subtract line 2e from line 1		3	3,255,241
4	Amounts included on Form 990, Part IX, line 25, but not on line 1 :			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	0
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)		5	3,255,241

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

Additional Data

Software ID:

Software Version:

EIN: 43-0193473

Name: IRONWORKERS LOCAL UNION 396

Supplemental Information

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

SCHEDULE O
(Form 990 or 990-EZ)Department of the Treasury
Internal Revenue ServiceName of the organization
IRONWORKERS LOCAL UNION 396**Supplemental Information to Form 990 or 990-EZ**

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No 1545-0047

2016**Open to Public Inspection**

Employer identification number

43-0193473

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 2	RON JARVIS SERVES AS A MEMBER OF THE EXECUTIVE COMMITTEE WHILE JEREMY JARVIS SERVES AS A T RUSTEE THE TWO ARE RELATED, HOWEVER, THE LOCAL DOES NOT FEEL THERE ARE ANY ISSUES HAVING BOTH SERVE CONCURRENTLY

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	UNION MEMBERS ARE INITIATED INTO THE LOCAL UNION

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7A	ALL JOURNEYMAN UNION MEMBERS THAT ARE IN GOODSTANDING AT THE TIME OF ELECTIONS ARE ELIGIBLE TO RUN AND VOTE FOR EACH OFFICE OF THE EXECUTIVE BOARD (GOVERNING BODY)

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7B	THE GOVERNING BODY MAKES RECOMMENDATIONS TO THE MEMBERSHIP, BUT FINAL APPROVAL OF ALL DECISIONS IS SUBJECT TO VOTE BY THE JOURNEYMEN MEMBERSHIP

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	MEMBERS OF THE BOARD OF DIRECTORS RECEIVE A DRAFT COPY OF THE TAX RETURN VIA ELECTRONIC MAIL FOR REVIEW WITH A REASONABLE AMOUNT OF TIME TO REVIEW AND PROVIDE QUESTIONS OR COMMENTS TO THE TAX PREPARER BEFORE RETURN IS TIMELY FILED

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12	TAXPAYER DOES NOT CURRENTLY HAVE A WRITTEN CONFLICT OF INTEREST POLICY ENACTED THE ORGANIZATION IS CURRENTLY REVIEWING THE IMPLEMENTATION OF SUCH A POLICY

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	COMPENSATION IS BASED ON UNION WAGES

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	TAX PAYER MAKES PUBLICLY AVAILABLE ONLY THOSE DOCUMENTS REQUIRED UNDER FEDERAL LAW

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VII, SECTION A	THE SALARY AND BENEFITS INFORMATION FOR THE TRUSTEES WHO COULD BE CONSIDERED RELATED TO THE FUND IS REPORTED ON THE RESPECTIVE FORM 990'S FOR THE ENTITIES THAT PAY THE TRUSTEE'S SALARIES AND BENEFITS

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XII, LINE 2C	NO CHANGES FROM THE PRIOR YEAR

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No 1545-0047

2016

**Open to Public
Inspection**

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

▶ Attach to Form 990.

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

Department of the Treasury
Internal Revenue Service

Name of the organization
IRONWORKERS LOCAL UNION 396

Employer identification number

43-0193473

Part I Identification of Disregarded Entities Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

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

See Additional Data Table

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512(b) (13) controlled entity?	
								Yes	No

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

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

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

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

Part VII **Supplemental Information**

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

Return Reference**Explanation**

Form 990, Schedule R, Part IV - Identification of Related Organizations Taxable as a Corporation or Trust									
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No
(16) SELECT STEEL SERVICE INC 396	CONTRIBUTING EMPLOYER	MO							No
(1) ST LOUIS STEEL CONSTRUCTION LLC 396	CONTRIBUTING EMPLOYER	MO							No
(2) PERFECTION STEEL ERECTION INC 396	CONTRIBUTING EMPLOYER	MO							No
(3) L H ERECTION COMPANY INC 396	CONTRIBUTING EMPLOYER	MO							No
(4) COLLINS & HERMANN INC 396	CONTRIBUTING EMPLOYER	MO							No
(5) INNOVATIVE BUILDING CONCEPTS 396	CONTRIBUTING EMPLOYER	MO							No
(6) CONCRETE STRATEGIES 396	CONTRIBUTING EMPLOYER	MO							No
(7) FENIX CONSTRUCTION 396	CONTRIBUTING EMPLOYER	MO							No
(8) TARLTON CORPORATION 396	CONTRIBUTING EMPLOYER	MO							No
(9) BUMPY'S STEEL ERECTION 396	CONTRIBUTING EMPLOYER	IL							No
(10) UNITED IRONWORKERS BUMPYS STEEL ERECTION 396	CONTRIBUTING EMPLOYER	IL							No
(11) ACME CONSTRUCTORS INC 396	CONTRIBUTING EMPLOYER	MO							No
(12) IRON WORKERS LOCAL 396	CONTRIBUTING EMPLOYER	MO							No
(13) IRONMASTERS STEEL 396	CONTRIBUTING EMPLOYER	MO							No
(14) ACME CONSTRUCTORS INC 396NMA	CONTRIBUTING EMPLOYER	MO							No

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No
(31) BROCKMILLER CONSTRUCTION COMPANY 396	CONTRIBUTING EMPLOYER	MO							No
(1) D&K WELDING SERVICES INC 396	CONTRIBUTING EMPLOYER	MO							No
(2) LICO STEEL INC 396	CONTRIBUTING EMPLOYER	MO							No
(3) A & M SPECIALTY CONTRACTING LLC 396	CONTRIBUTING EMPLOYER	MO							No
(4) BHI ENERGY SPECIALITY SERVICES 396	CONTRIBUTING EMPLOYER	SC							No
(5) THE BOLDT COMPANY 396	CONTRIBUTING EMPLOYER	WI							No
(6) AUTOMATIC SYSTEMS INC 396	CONTRIBUTING EMPLOYER	MO							No
(7) MAC STEEL ERECTION & WELDING SERVICE 396	CONTRIBUTING EMPLOYER	MO							No
(8) KCI CONSTRUCTION COMPANY 396	CONTRIBUTING EMPLOYER	MO							No
(9) MILLSTONE WEBER LLC 396	CONTRIBUTING EMPLOYER	MO							No
(10) KADILEX CONSTRUCTION INC 396	CONTRIBUTING EMPLOYER	IL							No
(11) BROTHERS GLASS & GLAZING LLC 396	CONTRIBUTING EMPLOYER	MO							No
(12) PJR & ASSOCIATES INC 396	CONTRIBUTING EMPLOYER	IL							No
(13) R & R BUILDINGS 396	CONTRIBUTING EMPLOYER	MO							No
(14) ATLAS INDUSTRIAL HOLDINGS 396	CONTRIBUTING EMPLOYER	OH							No

Form 990, Schedule R, Part IV - Identification of Related Organizations Taxable as a Corporation or Trust									
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No
(46) ASSOCIATED GENERAL CONTRACTORS 396	CONTRIBUTING EMPLOYER	MO							No
(1) SHARP ERECTORS INC 396	CONTRIBUTING EMPLOYER	MO							No
(2) AR CONTRACT GLAZING 396	CONTRIBUTING EMPLOYER	MO							No
(3) BSI CONSTRUCTORS INC 396	CONTRIBUTING EMPLOYER	MO							No
(4) J B FENCE & FABRICATION INC 396	CONTRIBUTING EMPLOYER	MO							No
(5) HORTON STEEL LLC 396	CONTRIBUTING EMPLOYER	MO							No
(6) LANE IRON WORKS 396	CONTRIBUTING EMPLOYER	MO							No
(7) ST LOUIS BRIDGE COMPANY 396	CONTRIBUTING EMPLOYER	MO							No
(8) LIBERTY IMPROVEMENTS LLC 396	CONTRIBUTING EMPLOYER	IL							No
(9) WESTERN SPECIALITY CONTRACTORS 396	CONTRIBUTING EMPLOYER	MO							No
(10) REDNOUR STEEL ERECTORS 396	CONTRIBUTING EMPLOYER	IL							No
(11) W & L STEEL ERECTORS INC 396	CONTRIBUTING EMPLOYER	MO							No
(12) AA GLASS LLC DBA ALL ABOUT GLASS 396	CONTRIBUTING EMPLOYER	MO							No
(13) DERR AND ISBELL CONSTRUCTION 396	CONTRIBUTING EMPLOYER	TX							No
(14) B & P CONSTRUCTION CO INC 396	CONTRIBUTING EMPLOYER	MO							No

Form 990, Schedule R, Part IV - Identification of Related Organizations Taxable as a Corporation or Trust									
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No
(61) DON SCHNEIDERS EXCAVATING CO 396	CONTRIBUTING EMPLOYER	MO							No
(1) FREEDOM FENCE LLC 396	CONTRIBUTING EMPLOYER	MO							No
(2) JAMES H DREW CORPORATION 396	CONTRIBUTING EMPLOYER	IN							No
(3) FATA AUTOMATION INC 396	CONTRIBUTING EMPLOYER	MI							No
(4) BUILDING ERECTION SERVICES CO 396	CONTRIBUTING EMPLOYER	MO							No
(5) MOLIN CONCRETE COMPANY INC 396	CONTRIBUTING EMPLOYER	MN							No
(6) ZUMWALT CORPORATION 396	CONTRIBUTING EMPLOYER	MO							No
(7) ADVANCED STEEL ERECTORS LLC 396	CONTRIBUTING EMPLOYER	IL							No
(8) MTC CONSTRUCTION DBA K BATES STEEL 396	CONTRIBUTING EMPLOYER	MO							No
(9) FEDERAL STEEL & ERECTION CO 396	CONTRIBUTING EMPLOYER	IL							No
(10) INDUSTRIAL MAINTENANCE & MECH SERV 396	CONTRIBUTING EMPLOYER	MO							No
(11) ARGYLE SECURITY GROUP 396	CONTRIBUTING EMPLOYER	TX							No
(12) SCHARF CONSTRUCTION COMPANY 396	CONTRIBUTING EMPLOYER	MO							No
(13) UTILITY WELDING & IRONWORKS 396	CONTRIBUTING EMPLOYER	MO							No
(14) MIDWEST STEEL INC 396	CONTRIBUTING EMPLOYER	MI							No

Form 990, Schedule R, Part IV - Identification of Related Organizations Taxable as a Corporation or Trust									
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No
(76) GLASS DESIGN INC 396	CONTRIBUTING EMPLOYER	AR							No
(1) HAYES MECHANICAL 396	CONTRIBUTING EMPLOYER	IL							No
(2) CEMROCK LANDSCAPES INC 396	CONTRIBUTING EMPLOYER	AZ							No
(3) DYWIDAG SYSTEMS 396	CONTRIBUTING EMPLOYER	IL							No
(4) MCDONOUGH CONSTRUCTION RENTALS INC 396	CONTRIBUTING EMPLOYER	TX							No
(5) RWC CONSTRUCTION LLC 396	CONTRIBUTING EMPLOYER	IL							No
(6) STEEL REBAR MFG DBA SRM CONSTRUCTION 396	CONTRIBUTING EMPLOYER	IL							No
(7) WADDELL CONCRETE INC 396	CONTRIBUTING EMPLOYER	MO							No
(8) DELROSE CONSTRUCTION COMPANY 396	CONTRIBUTING EMPLOYER	IL							No
(9) DUANE JOSEPH COOK DBA CASUAL CONSULTANTS ASSC 396	CONTRIBUTING EMPLOYER	IL							No
(10) DUKE & DUKE SERVICES INC 396	CONTRIBUTING EMPLOYER	MI							No
(11) FENTON RIGGING CO 396	CONTRIBUTING EMPLOYER	MO							No
(12) MAXIM CONSTRUCTION INC 396	CONTRIBUTING EMPLOYER	MO							No
(13) MIDWEST REBAR 396	CONTRIBUTING EMPLOYER	IN							No
(14) ST JACOB GLASS 396	CONTRIBUTING EMPLOYER	IL							No

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								Yes	No
(91) A A ERECTION INC 396	CONTRIBUTING EMPLOYER	MO							No
(1) AMERICAN BRIDGE COMPANY 396	CONTRIBUTING EMPLOYER	PA							No
(2) BAJA CONSTRUCTION CO INC 396	CONTRIBUTING EMPLOYER	CA							No
(3) BUCHHEIT CONCRETE INC 396	CONTRIBUTING EMPLOYER	MO							No
(4) P & P ARTEC 396	CONTRIBUTING EMPLOYER	IL							No
(5) SEELE INC 396	CONTRIBUTING EMPLOYER	NY							No
(6) ARNING COMPANIES INC 396	CONTRIBUTING EMPLOYER	MO							No
(7) BEX CONSTRUCTION SERVICES 396	CONTRIBUTING EMPLOYER	MO							No
(8) ILLINI EXCAVATION & RECLAMAT 396	CONTRIBUTING EMPLOYER	IL							No
(9) NATIONAL MACHINERY & CONVEYOR 396	CONTRIBUTING EMPLOYER	IN							No
(10) NATIONAL STEEL CONSTRUCTION INC 396	CONTRIBUTING EMPLOYER	MO							No
(11) PRO-BEL USA INC 396	CONTRIBUTING EMPLOYER	CA							No
(12) SWEETENS CONCRETE SERVICES LLC 396	CONTRIBUTING EMPLOYER	MO							No
(13) BERKEL & CO CONTRACTORS INC 396	CONTRIBUTING EMPLOYER	MO							No
(14) BUCHHEIT CONSTRUCTION 396	CONTRIBUTING EMPLOYER	MO							No

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								Yes	No
(106) CANTRELL CONSTRUCTION 396	CONTRIBUTING EMPLOYER	IL							No
(1) CONTRACT DESIGN & DEVELOPMENT 782	CONTRIBUTING EMPLOYER	MO							No
(2) J B FENCE 396	CONTRIBUTING EMPLOYER	MO							No
(3) J E DUNN CONSTRUCTION 396	CONTRIBUTING EMPLOYER	MO							No
(4) PETERSON INDUSTRIAL SCAFFOLD 396	CONTRIBUTING EMPLOYER	TX							No
(5) PHILLIPS HARDY INC 396	CONTRIBUTING EMPLOYER	MO							No
(6) PLATINUM SCAFFOLDING 396	CONTRIBUTING EMPLOYER	IL							No
(7) PREMIUM DOOR & MORE LLC 396	CONTRIBUTING EMPLOYER	MI							No
(8) SLAYDEN GLASS INC 396	CONTRIBUTING EMPLOYER	IL							No
(9) STANDARD CARTAGE COMPANY 396	CONTRIBUTING EMPLOYER	MI							No