

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
2017
Open to Public Inspection

A For the 2017 calendar year, or tax year beginning 01-01-2017, and ending 12-31-2017

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

C Name of organization
LEADERSHIP FOR EDUCATIONAL EQUITY

Doing business as

Number and street (or P O box if mail is not delivered to street address) Room/suite
1805 7TH ST NW FL 6

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON, DC 200013186

D Employer identification number
20-8848357

E Telephone number
(202) 734-3716

G Gross receipts \$ 29,626,462

F Name and address of principal officer
MICHAEL BUMAN
1805 7TH ST NW FL 6
WASHINGTON, DC 200013186

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) (4) ◀ (insert no) 4947(a)(1) or 527

J Website: ▶ WWW.EDUCATIONALEQUITY.ORG

K Form of organization Corporation Trust Association Other ▶

L Year of formation 2006

M State of legal domicile DC

Part I Summary

1 Briefly describe the organization's mission or most significant activities
TO DEVELOP THE LEADERSHIP OF LEE MEMBERS TO ENGAGE CIVICALLY WITHIN THEIR COMMUNITIES AND ACROSS THENATION TO ENSURE EVERY CHILD HAS AN OPPORTUNITY TO ATTAIN AN EXCELLENT EDUCATION

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

| | | |
|--|----|-----|
| 3 Number of voting members of the governing body (Part VI, line 1a) | 3 | 5 |
| 4 Number of independent voting members of the governing body (Part VI, line 1b) | 4 | 4 |
| 5 Total number of individuals employed in calendar year 2017 (Part V, line 2a) | 5 | 259 |
| 6 Total number of volunteers (estimate if necessary) | 6 | 4 |
| 7a Total unrelated business revenue from Part VIII, column (C), line 12 | 7a | 0 |
| 7b Net unrelated business taxable income from Form 990-T, line 34 | 7b | 0 |

| | Prior Year | Current Year |
|--|------------|--------------|
| 8 Contributions and grants (Part VIII, line 1h) | 21,404,919 | 29,491,097 |
| 9 Program service revenue (Part VIII, line 2g) | 150,664 | 135,365 |
| 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) | 0 | 0 |
| 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | 0 | 0 |
| 12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) | 21,555,583 | 29,626,462 |

| | | |
|---|------------|------------|
| 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) | 1,854,730 | 1,357,337 |
| 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) | 16,684,302 | 18,163,813 |
| 16a Professional fundraising fees (Part IX, column (A), line 11e) | 0 | 0 |
| b Total fundraising expenses (Part IX, column (D), line 25) ▶237,654 | | |
| 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) | 8,670,898 | 8,989,935 |
| 18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) | 27,209,930 | 28,511,085 |
| 19 Revenue less expenses Subtract line 18 from line 12 | -5,654,347 | 1,115,377 |

| | Beginning of Current Year | End of Year |
|---|---------------------------|-------------|
| 20 Total assets (Part X, line 16) | 3,004,036 | 4,630,887 |
| 21 Total liabilities (Part X, line 26) | 2,931,624 | 3,443,098 |
| 22 Net assets or fund balances Subtract line 21 from line 20 | 72,412 | 1,187,789 |

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: 2018-11-08
MICHAEL BUMAN EXECUTIVE DIRECTOR
Type or print name and title

Paid Preparer Use Only
Print/Type preparer's name: GLENN MILLER CPA
Preparer's signature: GLENN MILLER CPA
Date: _____
Check if self-employed PTIN: P00086726
Firm's name: WEGNER CPAS LLP Firm's EIN: 39-0974031
Firm's address: 419 N LEE ST ALEXANDRIA, VA 223142301 Phone no: (703) 519-0990

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

THE ORGANIZATION'S MISSION IS TO DEVELOP THE LEADERSHIP OF LEE MEMBERS, CURRENTLY TEACH FOR AMERICA CORPS MEMBERS AND ALUMNI, TO REALIZE HIGH IMPACT CAREERS IN PUBLIC LEADERSHIP BY (1) EDUCATING LEE MEMBERS ABOUT POLICY, ADVOCACY, AND POLITICAL LANDSCAPE IN THEIR COMMUNITIES AND IN THE NATION, SO THEY ARE INSPIRED AND READY TO PARTICIPATE CIVICALLY TO END EDUCATIONAL INEQUITY, (2) EQUIPPING LEE MEMBERS WITH THE SKILLS, RESOURCES, AND EXPERIENCES TO SUCCESSFULLY PURSUE PUBLIC LEADERSHIP POSITIONS TO BRING ABOUT EDUCATIONAL EQUITY, (3) HELPING LEE MEMBERS BECOME HIGHLY EFFECTIVE CHANGE AGENTS FOR EDUCATIONAL EQUITY ONCE IN POSITIONS OF LEADERSHIP, AND (4) FOSTERING A THRIVING LEE COMMUNITY IN WHICH MEMBERS SUPPORT ONE ANOTHER IN PURSUING PUBLIC LEADERSHIP AND ACTIVELY ENGAGE IN CIVIC MATTERS TO BRING ABOUT EDUCATIONAL EQUITY

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 \$ 24,433,749 including grants of \$ 1,357,337) (Revenue \$ 135,365)
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 ▶ 24,433,749

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)?  | Yes | |
| 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>  | Yes | |
| 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>  | Yes | |
| 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>  | | No |
| 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>  | | No |
| 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>  | Yes | |
| 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? | Yes | |
| 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)

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

Table with columns for question ID, question text, and Yes/No response boxes. Rows include questions 1a-1c, 2a-2b, 3a-3b, 4a-4b, 5a-5c, 6a-6b, 7a-7h, 8, 9a-9b, 10a-10b, 11a-11b, 12a-12b, and 13a-13c.

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

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? (No); 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? (Yes); 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 (Yes); 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? (Yes); 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done (Yes); 13 Did the organization have a written whistleblower policy? (Yes); 14 Did the organization have a written document retention and destruction policy? (Yes); 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? 15a The organization's CEO, Executive Director, or top management official (Yes); 15b Other officers or key employees of the organization (Yes); If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions); 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? (No); 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

Table with 3 columns: Question, Yes, No. Rows include: 17 List the States with which a copy of this Form 990 is required to be filed; 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: [X] Own website, [] Another's website, [X] 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: JOHNNY CAPERS 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 (202) 734-3716

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

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

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

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

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

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

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

| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W-2/1099-MISC) | (E) Reportable compensation from related organizations (W-2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
|--|--|---|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| (1) MICHAEL BUMAN EXECUTIVE DIRECTOR/DIRECTOR | 45 00 2 00 | X | | X | | | | 298,389 | 0 | 26,840 |
| (2) EMMA BLOOMBERG CHAIRPERSON | 1 00 1 00 | X | | | | | | 0 | 0 | 0 |
| (3) ARTHUR ROCK DIRECTOR | 1 00 1 00 | X | | | | | | 0 | 0 | 0 |
| (4) ELISA VILLANUEVA BEARD DIRECTOR | 1 00 1 00 | X | | | | | | 0 | 0 | 0 |
| (5) STEUART WALTON DIRECTOR | 1 00 1 00 | X | | | | | | 0 | 0 | 0 |
| (6) BEKI BAHAR-ENGLER SENIOR VICE PRESIDENT STRATEGIES AND OPERATIONS | 40 00 2 00 | | | X | | | | 191,442 | 0 | 28,672 |
| (7) CHRISTINE GREEN GENERAL COUNSEL/SECRETARY | 40 00 1 00 | | | X | | | | 91,573 | 0 | 25,202 |
| (8) MILDRED OTERO VICE PRESIDENT POLICY AND ADVOCACY | 1 00 40 00 | | | | X | | | 0 | 160,460 | 22,062 |
| (9) MANDARA MEYERS VICE PRESIDENT LEADERSHIP DEVELOPMENT | 40 00 40 00 | | | | X | | | 153,991 | 0 | 13,116 |
| (10) JAMAAL NELSON VICE PRESIDENT REGIONAL IMPACT | 40 00 40 00 | | | | | X | | 141,678 | 0 | 19,609 |
| (11) MARK FRALEY SENIOR ADVISOR | 40 00 40 00 | | | | | X | | 138,754 | 0 | 7,285 |
| (12) ELIZABETH SPRIGGS VICE PRESIDENT TECHNOLOGY | 40 00 40 00 | | | | | X | | 143,508 | 0 | 26,247 |
| (13) HERALDO GONZALES II SENIOR DIRECTOR TALENT LEARNING CULTURE | 40 00 40 00 | | | | | X | | 126,745 | 0 | 14,562 |
| (14) RAYMOND LAWRENCE RIVERA VICE PRESIDENT ELECTED LEADERSHIP | 40 00 40 00 | | | | | X | | 139,320 | 0 | 7,860 |
| (15) BRIANNA TWOFOOT BOULETTE VICE PRESIDENT ORGANIZING LEADERSHIP | 40 00 40 00 | | | | | X | | 122,257 | 0 | 18,234 |

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 | 20,211,097 | | | | |
| | e Government grants (contributions) | 1e | | | | | |
| | f All other contributions, gifts, grants, and similar amounts not included above | 1f | 9,280,000 | | | | |
| | g Noncash contributions included in lines 1a-1f \$ _____ | | | | | | |
| | h Total. Add lines 1a-1f | | | 29,491,097 | | | |
| Program Service Revenue | | Business Code | | | | | |
| | 2a ELECTED LEADERSHIP | 611430 | 134,008 | 134,008 | | | |
| | b MISCELLANEOUS REVENUE | 900099 | 1,357 | 1,357 | | | |
| | c _____ | | | | | | |
| | d _____ | | | | | | |
| | e _____ | | | | | | |
| | f All other program service revenue | | | | | | |
| g Total. Add lines 2a-2f | | | 135,365 | | | | |
| Other Revenue | 3 Investment income (including dividends, interest, and other similar amounts) | | | | | | |
| | 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 | | | | | |
| | | c Gain or (loss) | | | | | |
| | | d Net gain or (loss) | | | | | |
| | 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 | | | | | | | |
| b | | | | | | | |
| c | | | | | | | |
| d All other revenue | | | | | | | |
| e Total. Add lines 11a-11d | | | | | | | |
| 12 Total revenue. See Instructions | | | 29,626,462 | 135,365 | 0 | 0 | |

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

| | (A) Total expenses | (B) Program service expenses | (C) Management and general expenses | (D) Fundraising expenses |
|--|-----------------------|---------------------------------|--|-----------------------------|
| 1 Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21 | | | | |
| 2 Grants and other assistance to domestic individuals See Part IV, line 22 | 1,357,337 | 1,357,337 | | |
| 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 | 829,225 | 658,377 | 143,581 | 27,267 |
| 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 | 14,548,336 | 13,623,234 | 925,102 | |
| 8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions) | 434,399 | 407,726 | 26,673 | |
| 9 Other employee benefits | 1,189,997 | 1,115,437 | 74,560 | |
| 10 Payroll taxes | 1,161,856 | 1,083,512 | 78,344 | |
| 11 Fees for services (non-employees) | | | | |
| a Management | | | | |
| b Legal | 37,006 | | 37,006 | |
| c Accounting | 106,703 | | 106,703 | |
| 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) | 2,523,903 | 1,408,074 | 952,008 | 163,821 |
| 12 Advertising and promotion | 53,060 | 32,622 | 19,896 | 542 |
| 13 Office expenses | 867,667 | 438,900 | 428,767 | |
| 14 Information technology | 314,757 | 234,366 | 62,101 | 18,290 |
| 15 Royalties | | | | |
| 16 Occupancy | 745,369 | 526,507 | 218,862 | |
| 17 Travel | 4,080,154 | 3,409,725 | 647,757 | 22,672 |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials | | | | |
| 19 Conferences, conventions, and meetings | | | | |
| 20 Interest | | | | |
| 21 Payments to affiliates | | | | |
| 22 Depreciation, depletion, and amortization | 61,171 | 45,871 | 12,234 | 3,066 |
| 23 Insurance | 20,553 | 16,395 | 2,195 | 1,963 |
| 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 SUBSCRIPTIONS | 56,192 | 42,430 | 13,752 | 10 |
| b | | | | |
| c | | | | |
| d | | | | |
| e All other expenses | 123,400 | 33,236 | 90,141 | 23 |
| 25 Total functional expenses. Add lines 1 through 24e | 28,511,085 | 24,433,749 | 3,839,682 | 237,654 |
| 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 | 1,010,692 | 1 | 4,332,986 |
| | 2 Savings and temporary cash investments | | 2 | |
| | 3 Pledges and grants receivable, net | 1,500,000 | 3 | |
| | 4 Accounts receivable, net | 35,475 | 4 | 122,408 |
| | 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 | 167,131 | 9 | 130,972 |
| | 10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D | 10a 286,095 | | |
| | b Less accumulated depreciation | 10b 274,554 | 72,712 | 10c 11,541 |
| | 11 Investments—publicly traded securities | | 11 | |
| | 12 Investments—other securities See Part IV, line 11 | | 12 | |
| | 13 Investments—program-related See Part IV, line 11 | | 13 | |
| | 14 Intangible assets | | 14 | |
| | 15 Other assets See Part IV, line 11 | 218,026 | 15 | 32,980 |
| 16 Total assets. Add lines 1 through 15 (must equal line 34) | 3,004,036 | 16 | 4,630,887 | |
| Liabilities | 17 Accounts payable and accrued expenses | 2,043,545 | 17 | 2,434,632 |
| | 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 | 888,079 | 25 | 1,008,466 |
| | 26 Total liabilities. Add lines 17 through 25 | 2,931,624 | 26 | 3,443,098 |
| 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 | -1,427,588 | 27 | 1,187,789 |
| | 28 Temporarily restricted net assets | 1,500,000 | 28 | 0 |
| | 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 | 72,412 | 33 | 1,187,789 |
| | 34 Total liabilities and net assets/fund balances | 3,004,036 | 34 | 4,630,887 |

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 | 29,626,462 |
| 2 | Total expenses (must equal Part IX, column (A), line 25) | 2 | 28,511,085 |
| 3 | Revenue less expenses Subtract line 2 from line 1 | 3 | 1,115,377 |
| 4 | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) | 4 | 72,412 |
| 5 | Net unrealized gains (losses) on investments | 5 | |
| 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 | 1,187,789 |

Part XII Financial Statements and Reporting

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

| | Yes | No |
|---|-----|----|
| <p>1 Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____</p> <p>If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O</p> | | |
| <p>2a Were the organization's financial statements compiled or reviewed by an independent accountant?</p> <p>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</p> <p><input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p> | | No |
| <p>b Were the organization's financial statements audited by an independent accountant?</p> <p>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</p> <p><input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p> | Yes | |
| <p>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?</p> <p>If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O</p> | Yes | |
| <p>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?</p> | | No |
| <p>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</p> | | |

Additional Data

Software ID:

Software Version:

EIN: 20-8848357

Name: LEADERSHIP FOR EDUCATIONAL EQUITY

Form 990 (2017)

Form 990, Part III, Line 4a:

LEADERSHIP FOR EDUCATIONAL EQUITY (LEE) DEVELOPS LEE MEMBERS TO ENGAGE CIVICALLY WITHIN THEIR COMMUNITIES AND ACROSS THE NATION TO ENSURE EVERY CHILD HAS THE OPPORTUNITY TO ATTAIN AN EXCELLENT EDUCATION LEE IS A SOURCE OF LEADERS WHO (1) BELIEVE DEEPLY IN THE POTENTIAL OF ALL CHILDREN AND (2) WORK TO OVERCOME RACIAL AND ECONOMIC BARRIERS THAT PERPETUATE EDUCATIONAL INEQUITY LEE HELPS MEMBERS REALIZE THEIR LEADERSHIP POTENTIAL SO THAT STUDENTS EVERYWHERE HAVE THE OPPORTUNITY TO REALIZE THEIRS LEE STRIVES TO INSPIRE OUR MEMBERS TO WORK WITH FAMILIES, SCHOOLS, AND COMMUNITIES TO END EDUCATIONAL INEQUITY LEE ACCOMPLISHES THESE GOALS BY LEADING TRAININGS AND FELLOWSHIPS TO RAISE AWARENESS ABOUT AND PROVIDE SKILLS AND TRAINING DESIGNED TO FURTHER EDUCATIONAL EQUITY A SIGNIFICANT PORTION OF THOSE TRAINING AND FELLOWSHIPS GRANTED IS CHARITABLE AND EDUCATIONAL AS THOSE TERMS ARE DEFINED IN SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE

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.

OMB No 1545-0047

2017

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 LEADERSHIP FOR EDUCATIONAL EQUITY | Employer identification number 20-8848357 |
|---|--|

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

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")

2 Political campaign activity expenditures (see instructions) ▶ \$ 332,913

3 Volunteer hours for political campaign activities (see instructions) 0

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

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ _____

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ _____

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No

4a Was a correction made? Yes No

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).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ _____

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ 98,044

3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$ 98,044

4 Did the filing organization file **Form 1120-POL** for this year? Yes No

5 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 See Additional Data Table | | | | |
| 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) 2014 | (b) 2015 | (c) 2016 | (d) 2017 | (e) Total |
|--|----------|----------|----------|----------|-----------|
| 2a Lobbying nontaxable amount | | | | | |
| b Lobbying ceiling amount (150% of line 2a, column(e)) | | | | | |
| c Total lobbying expenditures | | | | | |
| d Grassroots nontaxable amount | | | | | |
| e Grassroots ceiling amount (150% of line 2d, column (e)) | | | | | |
| f 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 |
| 1 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 | | | |
| a Volunteers? | | | |
| b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? | | | |
| c Media advertisements? | | | |
| d Mailings to members, legislators, or the public? | | | |
| e Publications, or published or broadcast statements? | | | |
| f Grants to other organizations for lobbying purposes? | | | |
| g Direct contact with legislators, their staffs, government officials, or a legislative body? | | | |
| h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? | | | |
| i Other activities? | | | |
| j Total Add lines 1c through 1i | | | |
| 2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? | | | |
| b If "Yes," enter the amount of any tax incurred under section 4912 | | | |
| c If "Yes," enter the amount of any tax incurred by organization managers under section 4912 | | | |
| d 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 |
|--|----------|----|
| 1 Were substantially all (90% or more) dues received nondeductible by members? | 1 | |
| 2 Did the organization make only in-house lobbying expenditures of \$2,000 or less? | 2 | |
| 3 Did the organization agree to carry over lobbying and political expenditures from the prior year? | 3 | |

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."

| | | |
|---|-----------|--|
| 1 Dues, assessments and similar amounts from members | 1 | |
| 2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). | | |
| a Current year | 2a | |
| b Carryover from last year | 2b | |
| c Total | 2c | |
| 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues | 3 | |
| 4 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? | 4 | |
| 5 Taxable amount of lobbying and political expenditures (see instructions) | 5 | |

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 | LEE DEVELOPS LEADERS TO ENGAGE CIVICALLY WITHIN THEIR COMMUNITIES AND ACROSS THE NATION TO ENSURE EVERY CHILD HAS THE OPPORTUNITY TO ATTAIN AN EXCELLENT EDUCATION LEE PROVIDES TRAINING AND EDUCATIONAL PROGRAMMING TO ITS MEMBERS TO FACILITATE THEIR CONTINUED INVESTMENT AND ENGAGEMENT WITH EDUCATION THROUGH CAREERS IN POLICY, ADVOCACY, ORGANIZING, AND ELECTED LEADERSHIP (POLITICS) LEE HELPS MEMBERS WITH THEIR PERSONAL JOURNEY TO IDENTIFY THE EDUCATION ISSUES THEY ARE MOST PASSIONATE ABOUT AND IN WHICH THEY WOULD LIKE TO ENGAGE BASED ON MEMBERS' CHOSEN CAREER PATHS, LEE STAFF HELP MEMBERS DEVELOP A STORY OF SELF AND SEEK LEADERSHIP OPPORTUNITIES TO AFFECT CHANGE THROUGH THIS PROCESS, SOME MEMBERS DECIDE THEY WANT TO PURSUE ELECTED OFFICE OR SUPPORT THOSE WHO SEEK ELECTED OFFICE IF LEE MEMBERS DECIDE THEY WANT TO RUN FOR ELECTED OFFICE, LEE STAFF AND CONSULTANTS PROVIDE LEADERSHIP COACHING ABOUT HOW TO ENGAGE IN THE POLITICAL PROCESS LEE ALSO PROVIDES CONTRIBUTIONS WHERE PERMITTED UNDER APPLICABLE CAMPAIGN FINANCE LAWS LEADERSHIP FOR EDUCATIONAL EQUITY INCLUDED ALL EINS WHICH WERE PROVIDED BY THE CAMPAIGNS TO LEADERSHIP FOR EDUCATIONAL EQUITY |

Additional Data**Software ID:****Software Version:****EIN:** 20-8848357**Name:** LEADERSHIP FOR EDUCATIONAL EQUITY**Form 990, Schedule C, Part 1-C, Line 5**

| (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- |
|--|--|-----------|--|---|
| ADZUA FOR APS | PO BOX 18171 ATLANTA, GA 303160171 | 820901592 | 3700 | |
| ANGELA ORANGE FOR MARIETTA CITY SCHOOLS | 133 RIGBY ST NE MARIETTA, GA 300601782 | 822620893 | 2000 | |
| CITIZENS FOR BRIAN ADAMS | 2021 WOODCHASE BLVD BATON ROUGE, LA 708084011 | 822498945 | 1000 | |
| COMMITTEE TO ELECT JASON ESTEVES | 2255 ADAMS DR NW ATLANTA, GA 303181917 | | 1000 | |
| COMMITTEE TO ELECT JATISHA MARSH | 541 10TH ST NW APT 200 ATLANTA, GA 303185713 | 822525918 | 2600 | |
| COMMITTEE TO ELECT MICHAEL MILLSAP | PO BOX 320212 BIRMINGHAM, AL 352320212 | 821642788 | 6500 | |
| COMMUNITY AND JESS MILLER | PO BOX 266 HUNTERSVILLE, NC 280700266 | | 1000 | |
| COURTNEY ENGLISH FOR ATLANTA | 659 AUBURN AVE NE APT 263 ATLANTA, GA 303121981 | 813974918 | 1600 | |
| DARRYL WILLIE FOR DUVAL COUNTY SCHOOL BOARD | PO BOX 3213 JACKSONVILLE, FL 322060213 | 452675399 | 1000 | |
| ESHE COLLINS FOR SCHOOL BOARD | 3116 GARDEN WALK SW ATLANTA, GA 303315462 | | 2300 | |
| FRIENDS OF KANDIS | 1130 PIEDMONT AVE NE APT 403 ATLANTA, GA 303093781 | 821075977 | 2300 | |
| JAMILA FOR PORTLAND SCHOOLS | PO BOX 42307 PORTLAND, OR 972420307 | 820688269 | 41844 | |
| KATRINA CALLSEN FOR ALBEMARLE COUNTY SCHOOL BOARD | 935 KING WILLIAM DR CHARLOTTESVILLE, VA 229010624 | 822523405 | 15000 | |
| KELLY GARCIA FOR SCHOOL COMMITTEE DISTRICT 7 | 135 WASHINGTON AVE CHELSEA, MA 021503933 | | 1000 | |
| LAWRENCE ROBINSON FOR PHOENIX | 8412 S 16TH PL PHOENIX, AZ 850428002 | 823570945 | 1000 | |
| MATT WESTMORELAND FOR ATLANTA | 1055 PIEDMONT AVE NE UNIT 312 ATLANTA, GA 303093712 | 814068107 | 2600 | |
| ROEL ESCAMILLA FOR CLAY COUNTY SCHOOL BOARD DISTRICT 3 | 4692 GOPHER ST MIDDLEBURG, FL 320686450 | | 1000 | |
| SACHIN VARGHESE FOR GEORGIA INC | PO BOX 78806 ATLANTA, GA 303572806 | 821061360 | 4000 | |
| THE CAMPAIGN TO ELECT SAMUEL WAKEFIELD | 4451 BELLWOOD CIR ATLANTA, GA 303497006 | 831709566 | 2600 | |
| THE COMMITTEE TO ELECT MEKKA SMITH | 6 GRACE ST MALDEN, MA 021482418 | 820237952 | 3000 | |
| VOTE CAMILE B JONES | 2213 ECTOR TRL NW KENNESAW, GA 301524798 | 822877143 | 1000 | |

SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047
2017
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
LEADERSHIP FOR EDUCATIONAL EQUITY

Employer identification number
20-8848357

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
- | | | |
|--|---------------|----|
| | Yes | No |
| (i) unrelated organizations | 3a(i) | |
| (ii) related organizations | 3a(ii) | |
| b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |
- 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 | | | | |
| d Equipment | | 286,095 | 274,554 | 11,541 |
| e Other | | | | |
| Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶ | | | | 11,541 |

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 | |
| DUE TO TEACH FOR AMERICA | 1,008,466 |
| (2) | |
| (3) | |
| (4) | |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. (Column (b) must equal Form 990, Part X, col (B) line 25.) | 1,008,466 |

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

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

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

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

Part XIII Supplemental Information

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

| Return Reference | Explanation | |
|------------------|-------------|--|
|------------------|-------------|--|

Part XIII **Supplemental Information (continued)**

| Return Reference | Explanation |
|------------------|-------------|
|------------------|-------------|

Schedule I (Form 990)

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

OMB No 1545-0047

2017

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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.

Name of the organization LEADERSHIP FOR EDUCATIONAL EQUITY

Employer identification number 20-8848357

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance...
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

Table with 8 columns: (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. Rows 1-12.

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

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 noncash assistance | (e) Method of valuation (book, FMV, appraisal, other) | (f) Description of noncash assistance |
|---------------------------------|--------------------------|--------------------------|----------------------------------|---|---------------------------------------|
| (1) FELLOWSHIP STIPENDS | 327 | 1,357,337 | | | |
| (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 HAS ESTABLISHED VARIOUS FELLOWSHIPS THAT ARE AVAILABLE TO INDIVIDUALS WHO HAVE BECOME A MEMBER. APPLICANTS ARE REQUIRED TO COMPLETE AN APPLICATION TO BE ELIGIBLE FOR A FELLOWSHIP STIPEND. ONCE AWARDED, THE DISTRIBUTION OF THE FUNDS IS MONITORED BY LEE STAFF. STIPENDS MAY ONLY BE USED IN FURTHERANCE OF THE APPLICANT'S FELLOWSHIP OPPORTUNITY. |

Schedule J
(Form 990)

Compensation Information

OMB No 1545-0047

2017

Open to Public Inspection

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.**

Department of the Treasury
Internal Revenue Service

Name of the organization
LEADERSHIP FOR EDUCATIONAL EQUITY

Employer identification number
20-8848357

Part I Questions Regarding Compensation

| | Yes | No | | |
|--|--|--|--|--|
| <p>1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Travel for companions <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Discretionary spending account </td> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) </td> </tr> </table> | <input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Travel for companions <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) | | |
| <input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Travel for companions <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) | | | |
| <p>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.</p> | 1b | | | |
| <p>2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?</p> | 2 | | | |
| <p>3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> Compensation committee <input type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Form 990 of other organizations </td> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> Written employment contract <input type="checkbox"/> Compensation survey or study <input type="checkbox"/> Approval by the board or compensation committee </td> </tr> </table> | <input type="checkbox"/> Compensation committee <input type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Form 990 of other organizations | <input type="checkbox"/> Written employment contract <input type="checkbox"/> Compensation survey or study <input type="checkbox"/> Approval by the board or compensation committee | | |
| <input type="checkbox"/> Compensation committee <input type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Form 990 of other organizations | <input type="checkbox"/> Written employment contract <input type="checkbox"/> Compensation survey or study <input type="checkbox"/> Approval by the board or compensation committee | | | |
| <p>4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:</p> <p>a Receive a severance payment or change-of-control payment?</p> <p>b Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p> <p>c Participate in, or receive payment from, an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.</p> | 4a | No | | |
| | 4b | No | | |
| | 4c | No | | |
| <p>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</p> <p>5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:</p> <p>a The organization?</p> <p>b Any related organization?</p> <p>If "Yes," on line 5a or 5b, describe in Part III.</p> | 5a | No | | |
| | 5b | No | | |
| <p>6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:</p> <p>a The organization?</p> <p>b Any related organization?</p> <p>If "Yes," on line 6a or 6b, describe in Part III.</p> | 6a | No | | |
| | 6b | No | | |
| <p>7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.</p> | 7 | No | | |
| <p>8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.</p> | 8 | No | | |
| <p>9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p> | 9 | | | |

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 MICHAEL BUMAN EXECUTIVE DIRECTOR/DIRECTOR | (i) | 298,389 | 0 | 0 | 9,361 | 17,479 | 325,229 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2 BEKI BAHAR-ENGLER SENIOR VICE PRESIDENT STRATEGIES AND | (i) | 191,442 | 0 | 0 | 11,035 | 17,637 | 220,114 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 3 MILDRED OTERO VICE PRESIDENT POLICY AND ADVOCACY | (i) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | (ii) | 160,460 | 0 | 0 | 8,783 | 13,279 | 182,522 | 0 |
| 4 MANDARA MEYERS VICE PRESIDENT LEADERSHIP DEVELOPMEN | (i) | 153,991 | 0 | 0 | 6,113 | 7,003 | 167,107 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 5 JAMAAL NELSON VICE PRESIDENT REGIONAL IMPACT | (i) | 141,678 | 0 | 0 | 0 | 19,609 | 161,287 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 6 ELIZABETH SPRIGGS VICE PRESIDENT TECHNOLOGY | (i) | 143,508 | 0 | 0 | 7,861 | 18,386 | 169,755 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | |
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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 |
|------------------|-------------|
|------------------|-------------|

SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No 1545-0047

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.

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
LEADERSHIP FOR EDUCATIONAL EQUITY

Employer identification number

20-8848357

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|--------------------------------------|---|
| FORM 990, PART VI, SECTION A, LINE 2 | MICHAEL BUMAN, LEE'S EXECUTIVE DIRECTOR AND MEMBER OF THE GOVERNING BODY, HAS A BUSINESS RELATIONSHIP WITH EMMA BLOOMBERG, THE CHAIRPERSON OF LEE'S AND LEE FOUNDATION'S GOVERNING BODY MICHAEL BUMAN CONSULTS FOR MURMURATION EMMA BLOOMBERG SITS ON THE GOVERNING BODY OF MURMURATION |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|---|--|
| FORM 990, PART VI, SECTION A, LINE 4 | IN SEPTEMBER 2017, THE ORGANIZATION SIGNIFICANTLY AMENDED AND RESTATED ITS BYLAWS IN CONJUNCTION WITH AN AMENDMENT TO THE ARTICLES OF INCORPORATION THE AMENDMENTS INCLUDE DELETING VOTING MEMBERS AS A CLASS, DELETING REFERENCES TO TEACH FOR AMERICA'S PRESIDENT AS A CLASS MEMBER, AND SIMPLIFYING AND CLARIFYING THE GOVERNANCE PRACTICES AND STRUCTURE REGARDING CURRENT AND FUTURE CORPORATION MEMBERSHIP |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|---|---|
| FORM 990, PART VI, SECTION A, LINE 6 | LEE DOES NOT HAVE VOTING MEMBERS THERE ARE TWO NON-VOTING MEMBERSHIP CLASSES IN THE ORGANIZATION'S BY-LAWS MEMBERS AND PROVISIONAL MEMBERS PROVISIONAL MEMBERS HAVE ACCESS TO FULL OR PARTIAL MEMBERSHIP BENEFITS FOR A LIMITED DURATION CURRENTLY, MEMBERSHIP IS OPEN TO TEACH FOR AMERICA ALUMNI ADDITIONALLY, AND WITH APPROVAL OF THE GOVERNING BODY, MEMBERSHIP MAY BE EXPANDED TO MEMBERS AND ALUMNI OF THE ORGANIZATION'S MISSION- AND VALUES-ALIGNED ORGANIZATIONAL PARTNERS SEEKING TO AFFECT CHANGE IN PUBLIC EDUCATION |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|--|---|
| FORM 990, PART VI, SECTION B, LINE 11B | THE PREPARED FORM 990 IS PROVIDED TO THE MEMBERS OF THE GOVERNING BODY FOR COMMENT AND REVIEW THE MEMBERS OF THE GOVERNING BODY ARE ALLOCATED TWO WEEKS TO PROVIDE COMMENTS ON THE RETURN PRIOR TO ITS FILING AT THE CLOSE OF THOSE TWO WEEKS, THE ORGANIZATION ELECTRONICALLY FILES THE RETURN WITH THE INTERNAL REVENUE SERVICE |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|--|---|
| FORM 990, PART VI, SECTION B, LINE 12C | ALL INDIVIDUALS SERVING IN THE CAPACITY OF A DIRECTOR OR OFFICER ARE REQUIRED TO ADHERE TO THE CONFLICT OF INTEREST POLICY AND COMPLETE AN ANNUAL QUESTIONNAIRE DISCLOSING ANY POTENTIAL CONFLICTS WITH THE ORGANIZATION WHEN A DIRECTOR OR OFFICER BECOMES AWARE OF A POTENTIAL CONFLICT, THE DIRECTOR SHALL HAVE A DUTY TO (1) IMMEDIATELY DISCLOSE THE EXISTENCE AND CIRCUMSTANCES OF THE TRANSACTION IN WRITING TO THE GOVERNING BODY, (2) REFRAIN FROM USING THE DIRECTOR'S PERSONAL INFLUENCE TO ENCOURAGE THE ORGANIZATION TO ENTER INTO THE TRANSACTION, AND (3) PHYSICALLY EXCUSE THEMSELVES FROM PARTICIPATION IN ANY DISCUSSIONS REGARDING THE TRANSACTION WITH THE DIRECTORS, OFFICERS, AND EMPLOYEES OF THE ORGANIZATION THE GOVERNING BODY ADMINISTERS THE CONFLICT OF INTEREST POLICY AND REVIEWS THE ANNUAL DISCLOSURE STATEMENTS THE GOVERNING BODY HAS THE SOLE AUTHORITY TO REVIEW THE OPERATION OF THE POLICY AND MAKE CHANGES FROM TIME TO TIME AS IT MAY DEEM APPROPRIATE |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|---------------------------------------|---|
| FORM 990, PART VI, SECTION B, LINE 15 | THE COMPENSATION OF THE ORGANIZATION'S TOP MANAGEMENT OFFICIAL, THE EXECUTIVE DIRECTOR, IS DETERMINED BY THE ORGANIZATION'S INDEPENDENT MEMBERS OF ITS GOVERNING BODY IN 2017, THE GOVERNING BODY REVIEWED THE EXECUTIVE DIRECTOR'S PERFORMANCE AND MADE COMPENSATION ADJUSTMENTS BASED ON PERFORMANCE AND HEALTH OF THE ORGANIZATION IN 2016, LEE SHIFTED ITS STAFF PERFORMANCE REVIEW AND COMPENSATION STRUCTURES TO 2017 TO ALLOW FOR 2016 END-OF-YEAR RESULTS TO BE KNOWN DURING THE REVIEW THE ORGANIZATION'S MANAGEMENT REVIEWED THE PERFORMANCE OF ALL STAFF WHO HAD BEEN IN THEIR POSITION FOR AT LEAST 90 DAYS AS OF SEPTEMBER 1, 2017 TWO KEY ELEMENTS OF THE STAFF PERFORMANCE REVIEW AND COMPENSATION STRUCTURE WERE GOALS AND ROLE COMPETENCIES IDENTIFIED FOR THAT ROLE STAFF ENGAGED IN 360-DEGREE PERFORMANCE REVIEWS THAT INCLUDED FEEDBACK FROM PEERS, MANAGERS, DIRECT REPORTS, AND PARTNERS AS APPROPRIATE COMPENSATION INCREASES WERE BASED ON PERFORMANCE RATINGS, E G , HIGHER PERFORMERS RECEIVED THE HIGHER RANGE OF COMPENSATION FINALLY, THE TALENT, LEARNING, AND CULTURE TEAM, SENIOR VICE PRESIDENT OF STRATEGY AND OPERATIONS, AND THE EXECUTIVE DIRECTOR THEN REVIEWED EACH STAFF PERFORMANCE RATING, ASSESSED INTERNAL EQUITY, MADE ANY COST OF LABOR ADJUSTMENTS, AND AGREED ON THAT INDIVIDUAL'S 2018 COMPENSATION |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|---------------------------------------|--|
| FORM 990, PART VI, SECTION C, LINE 19 | THE ORGANIZATION MAKES ITS FORM 990 AVAILABLE FOR PUBLIC INSPECTION AS REQUIRED UNDER SECTION 6104 OF THE INTERNAL REVENUE CODE THE RETURN IS POSTED ON THE LEADERSHIP FOR EDUCATIONAL EQUITY WEBSITE IN ADDITION, THE FINANCIAL STATEMENTS, CONFLICT OF INTEREST POLICY, ARTICLES OF INCORPORATION, FORM 990, AND BY-LAWS ARE ALSO AVAILABLE UPON WRITTEN REQUEST OR BY CALLING THE ORGANIZATION DIRECTLY |

**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.

OMB No 1545-0047

2017

Open to Public Inspection

Name of the organization
LEADERSHIP FOR EDUCATIONAL EQUITY

Employer identification number

20-8848357

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 |
|---|-------------------------|--|---------------------|---------------------------|----------------------------------|
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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.

See Additional Data Table

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

| (a) Name, address, and EIN of related organization | (b) Primary activity | (c) Legal domicile (state or foreign country) | (d) Direct controlling entity | (e) Type of entity (C corp, S corp, or trust) | (f) Share of total income | (g) Share of end-of- year assets | (h) Percentage ownership | (i) Section 512(b) (13) controlled entity? | |
|--|-------------------------|---|-------------------------------------|--|---------------------------------|---|--------------------------------|---|----|
| | | | | | | | | Yes | No |
| | | | | | | | | | |
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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 | | No |
| b Gift, grant, or capital contribution to related organization(s) | | No |
| c Gift, grant, or capital contribution from related organization(s) | Yes | |
| d Loans or loan guarantees to or for related organization(s) | | No |
| e Loans or loan guarantees by related organization(s) | | No |
| f Dividends from related organization(s) | | No |
| g Sale of assets to related organization(s) | | No |
| h Purchase of assets from related organization(s) | | No |
| i Exchange of assets with related organization(s) | | No |
| j Lease of facilities, equipment, or other assets to related organization(s) | | No |
| k Lease of facilities, equipment, or other assets from related organization(s) | | No |
| l Performance of services or membership or fundraising solicitations for related organization(s) | | No |
| m Performance of services or membership or fundraising solicitations by related organization(s) | | No |
| n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) | Yes | |
| o Sharing of paid employees with related organization(s) | Yes | |
| p Reimbursement paid to related organization(s) for expenses | | No |
| q Reimbursement paid by related organization(s) for expenses | Yes | |
| r Other transfer of cash or property to related organization(s) | | No |
| s Other transfer of cash or property from related organization(s) | | 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 |
|--|-------------------------------|------------------------|--|
| (1) LEADERSHIP FOR EDUCATIONAL EQUITY FOUNDATION | C | 20,211,097 | FACE AMOUNT |
| (2) LEADERSHIP FOR EDUCATIONAL EQUITY FOUNDATION | Q | 335,703 | FACE AMOUNT |
| | | | |
| | | | |
| | | | |
| | | | |

Part VII **Supplemental Information**

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

Additional Data

Software ID:
Software Version:
EIN: 20-8848357
Name: LEADERSHIP FOR EDUCATIONAL EQUITY

Form 990, Schedule R, Part II - Identification of Related Tax-Exempt Organizations

| (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 |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2725901 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2564987 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2683454 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 81-3477482 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2479163 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2610296 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2660786 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2577940 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2717755 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2527044 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2598957 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2587679 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2538654 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-3928625 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2550530 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 47-2744320 | POLITICAL ACTIVITIES | DC | 527 | | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |
| 1805 7TH ST NW FL 6 WASHINGTON, DC 200013186 46-2093041 | FUNDRAISING AND GRANTMAKING | DC | 501(C)(3) | LINE 7 | LEADERSHIP FOR EDUCATIONAL EQUITY | Yes | |