

For Paperwork Reduction Act Notice, see the separate instructions. Cat No 11282Y Form **990** (2017)

**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

NAR provides a facility for professional development, research & exchange of information among its members and to the public in order to preserve the right to own, use and transfer real property

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

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

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

If "Yes," describe these changes on Schedule O

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

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

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

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

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

**4e** Total program service expenses 0

**Part IV Checklist of Required Schedules**

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

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

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

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

|            |                                                                                                                                                                                                                                                      | Yes        | No  |
|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----|
| <b>1a</b>  | Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable . . . . .                                                                                                                                                                | <b>1a</b>  | 278 |
| <b>b</b>   | Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable . . . . .                                                                                                                                                             | <b>1b</b>  | 0   |
| <b>c</b>   | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .                                                                                   | <b>1c</b>  | Yes |
| <b>2a</b>  | Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return . . . . .                                                              | <b>2a</b>  | 355 |
| <b>b</b>   | If at least one is reported on line 2a, did the organization file all required federal employment tax returns?<br><b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)                   | <b>2b</b>  | Yes |
| <b>3a</b>  | Did the organization have unrelated business gross income of \$1,000 or more during the year? . . . . .                                                                                                                                              | <b>3a</b>  | Yes |
| <b>b</b>   | If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O . . . . .                                                                                                                                | <b>3b</b>  | Yes |
| <b>4a</b>  | At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? . . . . . | <b>4a</b>  | Yes |
| <b>b</b>   | If "Yes," enter the name of the foreign country <b>►NL, CJ</b><br>See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)                                                                 |            |     |
| <b>5a</b>  | Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . . .                                                                                                                                      | <b>5a</b>  | No  |
| <b>b</b>   | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? . . . . .                                                                                                                           | <b>5b</b>  | No  |
| <b>c</b>   | If "Yes," to line 5a or 5b, did the organization file Form 8886-T? . . . . .                                                                                                                                                                         | <b>5c</b>  |     |
| <b>6a</b>  | Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? . . . . .                                    | <b>6a</b>  | No  |
| <b>b</b>   | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .                                                                                              | <b>6b</b>  |     |
| <b>7</b>   | <b>Organizations that may receive deductible contributions under section 170(c).</b>                                                                                                                                                                 |            |     |
| <b>a</b>   | Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? . . . . .                                                                                            | <b>7a</b>  |     |
| <b>b</b>   | If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .                                                                                                                                            | <b>7b</b>  |     |
| <b>c</b>   | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .                                                                                                       | <b>7c</b>  |     |
| <b>d</b>   | If "Yes," indicate the number of Forms 8282 filed during the year . . . . .                                                                                                                                                                          | <b>7d</b>  |     |
| <b>e</b>   | Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? . . . . .                                                                                                                            | <b>7e</b>  |     |
| <b>f</b>   | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . . .                                                                                                                               | <b>7f</b>  |     |
| <b>g</b>   | If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? . . . . .                                                                                                           | <b>7g</b>  |     |
| <b>h</b>   | If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? . . . . .                                                                                                         | <b>7h</b>  |     |
| <b>8</b>   | <b>Sponsoring organizations maintaining donor advised funds.</b><br>Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? . . . . .                                          | <b>8</b>   |     |
| <b>9a</b>  | Did the sponsoring organization make any taxable distributions under section 4966? . . . . .                                                                                                                                                         | <b>9a</b>  |     |
| <b>b</b>   | Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . . . .                                                                                                                                          | <b>9b</b>  |     |
| <b>10</b>  | <b>Section 501(c)(7) organizations.</b> Enter                                                                                                                                                                                                        |            |     |
| <b>a</b>   | Initiation fees and capital contributions included on Part VIII, line 12 . . . . .                                                                                                                                                                   | <b>10a</b> |     |
| <b>b</b>   | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . . . . .                                                                                                                                                | <b>10b</b> |     |
| <b>11</b>  | <b>Section 501(c)(12) organizations.</b> Enter                                                                                                                                                                                                       |            |     |
| <b>a</b>   | Gross income from members or shareholders . . . . .                                                                                                                                                                                                  | <b>11a</b> |     |
| <b>b</b>   | Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them ) . . . . .                                                                                                               | <b>11b</b> |     |
| <b>12a</b> | <b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041? . . . . .                                                                                                                          | <b>12a</b> |     |
| <b>b</b>   | If "Yes," enter the amount of tax-exempt interest received or accrued during the year . . . . .                                                                                                                                                      | <b>12b</b> |     |
| <b>13</b>  | <b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>                                                                                                                                                                              |            |     |
| <b>a</b>   | Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O . . . . .                                               | <b>13a</b> |     |
| <b>b</b>   | Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans . . . . .                                                                                  | <b>13b</b> |     |
| <b>c</b>   | Enter the amount of reserves on hand . . . . .                                                                                                                                                                                                       | <b>13c</b> |     |
| <b>14a</b> | Did the organization receive any payments for indoor tanning services during the tax year? . . . . .                                                                                                                                                 | <b>14a</b> | No  |
| <b>b</b>   | If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O . . . . .                                                                                                                                  | <b>14b</b> |     |

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

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

**Section A. Governing Body and Management**

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

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

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

**Section C. Disclosure**

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

**18** Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

**19** Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

**20** State the name, address, and telephone number of the person who possesses the organization's books and records: **►** JOHN PIERPOINT 430 N MICHIGAN AVE Chicago, IL 60611 (312) 329-8200

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

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

Form **990** (2017)

[illegible]

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ▶ 174

## Section B. Independent Contractors

| (A)<br>Name and business address                                                                  | (B)<br>Description of services    | (C)<br>Compensation |
|---------------------------------------------------------------------------------------------------|-----------------------------------|---------------------|
| HAVAS MEDIA GROUP<br><br>36 E GRAND AVE<br>CHICAGO, IL 60611                                      | MARKETING & COMMUNICATIONS        | 37,563,076          |
| ZIPLOGIX<br><br>18070 15 MILE ROAD<br>FRASER, MI 48026                                            | SOFTWARE PROVIDER                 | 12,563,505          |
| ARNOLD WORLDWIDE LLC<br><br>205 HUDSON STREET<br>NEW YORK, NY 10013                               | REALTOR MARKETING AND<br>BRANDING | 6,966,098           |
| PROJECTION PRESENTATION TECHNOLOGY<br><br>5803 ROLLING ROAD<br>SUITE 200<br>SPRINGFIELD, VA 22152 | VIDEO PRODUCTION & SERVICES       | 2,320,934           |
| COBALT MEDIA GROUP<br><br>43 N POWERLINE RD<br>SUITE532<br>POMPANO BEACH, FL 33069                | MARKETING CONSULTANTS             | 1,888,692           |

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ 84



**Part VIII Statement of Revenue**Check if Schedule O contains a response or note to any line in this Part VIII ☒

|                                                                   |                                                                                                                                                               |                                                            | (A)<br>Total revenue | (B)<br>Related or<br>exempt<br>function<br>revenue | (C)<br>Unrelated<br>business<br>revenue | (D)<br>Revenue<br>excluded from<br>tax under sections<br>512-514 |  |
|-------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|----------------------|----------------------------------------------------|-----------------------------------------|------------------------------------------------------------------|--|
| <b>Contributions, Gifts, Grants<br/>and Other Similar Amounts</b> | <b>1a</b> Federated campaigns . . .                                                                                                                           | <b>1a</b>                                                  |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>b</b> Membership dues . . .                                                                                                                                | <b>1b</b>                                                  |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>c</b> Fundraising events . . .                                                                                                                             | <b>1c</b>                                                  |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>d</b> Related organizations                                                                                                                                | <b>1d</b>                                                  |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>e</b> Government grants (contributions)                                                                                                                    | <b>1e</b>                                                  |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>f</b> All other contributions, gifts, grants,<br>and similar amounts not included<br>above                                                                 | <b>1f</b>                                                  |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>g</b> Noncash contributions included<br>in lines 1a-1f \$ _____                                                                                            |                                                            |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>h Total.</b> Add lines 1a-1f . . . . . ▶                                                                                                                   |                                                            | 0                    |                                                    |                                         |                                                                  |  |
| <b>Program Service Revenue</b>                                    |                                                                                                                                                               | Business Code                                              |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>2a</b> MEMBER DUES                                                                                                                                         | 900099                                                     | 201,622,828          | 201,622,828                                        |                                         |                                                                  |  |
|                                                                   | <b>b</b> CONVENTIONS                                                                                                                                          | 900099                                                     | 10,999,877           | 10,999,877                                         |                                         |                                                                  |  |
|                                                                   | <b>c</b> ADVERTISING & SUBSCRIPTIONS                                                                                                                          | 541800                                                     | 6,264,669            |                                                    | 6,264,669                               |                                                                  |  |
|                                                                   | <b>d</b> GOVERNMENT AFFAIRS                                                                                                                                   | 900099                                                     | 4,427,921            | 4,427,921                                          |                                         |                                                                  |  |
|                                                                   | <b>e</b> PUBLICATIONS & SERV. MATERIALS                                                                                                                       | 900099                                                     | 536,467              | 536,467                                            |                                         |                                                                  |  |
|                                                                   | <b>f</b> All other program service revenue                                                                                                                    |                                                            | 4,727,621            | 4,727,621                                          | 0                                       | 0                                                                |  |
|                                                                   | <b>g Total.</b> Add lines 2a-2f . . . . . ▶                                                                                                                   |                                                            | 228,579,383          |                                                    |                                         |                                                                  |  |
| <b>Other Revenue</b>                                              | <b>3</b> Investment income (including dividends, interest, and other<br>similar amounts) . . . . . ▶                                                          |                                                            | 4,588,126            |                                                    |                                         | 4,588,126                                                        |  |
|                                                                   | <b>4</b> Income from investment of tax-exempt bond proceeds . . . . . ▶                                                                                       |                                                            |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>5</b> Royalties . . . . . ▶                                                                                                                                |                                                            | 3,742,661            |                                                    |                                         | 3,742,661                                                        |  |
|                                                                   | <b>6a</b> Gross rents                                                                                                                                         | (i) Real                                                   | (ii) Personal        |                                                    |                                         |                                                                  |  |
|                                                                   |                                                                                                                                                               | 8,113,244                                                  |                      |                                                    |                                         |                                                                  |  |
|                                                                   |                                                                                                                                                               | <b>b</b> Less rental expenses                              | 6,913,366            |                                                    |                                         |                                                                  |  |
|                                                                   |                                                                                                                                                               | <b>c</b> Rental income or<br>(loss)                        | 1,199,878            | 0                                                  |                                         |                                                                  |  |
|                                                                   | <b>d</b> Net rental income or (loss) . . . . . ▶                                                                                                              |                                                            | 1,199,878            |                                                    |                                         | 1,199,878                                                        |  |
|                                                                   | <b>7a</b> Gross amount<br>from sales of<br>assets other<br>than inventory                                                                                     | (i) Securities                                             | (ii) Other           |                                                    |                                         |                                                                  |  |
|                                                                   |                                                                                                                                                               | 69,595,686                                                 | 13,967               |                                                    |                                         |                                                                  |  |
|                                                                   |                                                                                                                                                               | <b>b</b> Less cost or<br>other basis and<br>sales expenses | 67,361,658           | 30,185                                             |                                         |                                                                  |  |
|                                                                   |                                                                                                                                                               | <b>c</b> Gain or (loss)                                    | 2,234,028            | -16,218                                            |                                         |                                                                  |  |
|                                                                   | <b>d</b> Net gain or (loss) . . . . . ▶                                                                                                                       |                                                            | 2,217,810            |                                                    |                                         | 2,217,810                                                        |  |
|                                                                   | <b>8a</b> Gross income from fundraising events<br>(not including \$ _____ of<br>contributions reported on line 1c)<br>See Part IV, line 18 . . . . . <b>a</b> |                                                            |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>b</b> Less direct expenses . . . . . <b>b</b>                                                                                                              |                                                            |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>c</b> Net income or (loss) from fundraising events . . . . . ▶                                                                                             |                                                            |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>9a</b> Gross income from gaming activities<br>See Part IV, line 19 . . . . . <b>a</b>                                                                      |                                                            |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>b</b> Less direct expenses . . . . . <b>b</b>                                                                                                              |                                                            |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>c</b> Net income or (loss) from gaming activities . . . . . ▶                                                                                              |                                                            |                      |                                                    |                                         |                                                                  |  |
|                                                                   | <b>10a</b> Gross sales of inventory, less<br>returns and allowances . . . . . <b>a</b>                                                                        |                                                            |                      |                                                    |                                         |                                                                  |  |
| <b>b</b> Less cost of goods sold . . . . . <b>b</b>               |                                                                                                                                                               |                                                            |                      |                                                    |                                         |                                                                  |  |
| <b>c</b> Net income or (loss) from sales of inventory . . . . . ▶ |                                                                                                                                                               |                                                            |                      |                                                    |                                         |                                                                  |  |
| Miscellaneous Revenue                                             |                                                                                                                                                               | Business Code                                              |                      |                                                    |                                         |                                                                  |  |
| <b>11a</b> INCOME FROM CONTROLLED ENTITIES                        |                                                                                                                                                               | 900003                                                     | 434,025              |                                                    | 434,025                                 |                                                                  |  |
| <b>b</b> INCOME FROM CONTROLLED ENTITIES<br>- ROYALTIES           |                                                                                                                                                               | 900003                                                     | 561,399              |                                                    | 561,399                                 |                                                                  |  |
| <b>c</b> INCOME FROM LEGAL SETTLEMENT                             |                                                                                                                                                               | 900099                                                     | 150,000              | 150,000                                            |                                         |                                                                  |  |
| <b>d</b> All other revenue . . . . .                              |                                                                                                                                                               |                                                            | 688,457              | 654,440                                            | 34,017                                  | 0                                                                |  |
| <b>e Total.</b> Add lines 11a-11d . . . . . ▶                     |                                                                                                                                                               |                                                            | 1,833,881            |                                                    |                                         |                                                                  |  |
| <b>12 Total revenue.</b> See Instructions . . . . . ▶             |                                                                                                                                                               |                                                            | 242,161,739          | 223,119,154                                        | 7,294,110                               | 11,748,475                                                       |  |

**Part IX Statement of Functional Expenses**

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

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

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

|                                                                                                                                                                                                                                                     | (A)<br>Total expenses | (B)<br>Program service<br>expenses | (C)<br>Management and<br>general expenses | (D)<br>Fundraising expenses |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------------------------|-------------------------------------------|-----------------------------|
| <b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.                                                                                                                                      | 985,000               |                                    |                                           |                             |
| <b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22.                                                                                                                                                                 |                       |                                    |                                           |                             |
| <b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16.                                                                                                           |                       |                                    |                                           |                             |
| <b>4</b> Benefits paid to or for members.                                                                                                                                                                                                           |                       |                                    |                                           |                             |
| <b>5</b> Compensation of current officers, directors, trustees, and key employees.                                                                                                                                                                  | 6,737,189             |                                    |                                           |                             |
| <b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).                                                                                             |                       |                                    |                                           |                             |
| <b>7</b> Other salaries and wages.                                                                                                                                                                                                                  | 38,994,389            |                                    |                                           |                             |
| <b>8</b> Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).                                                                                                                                       | 3,140,412             |                                    |                                           |                             |
| <b>9</b> Other employee benefits.                                                                                                                                                                                                                   | 8,012,796             |                                    |                                           |                             |
| <b>10</b> Payroll taxes.                                                                                                                                                                                                                            | 2,761,940             |                                    |                                           |                             |
| <b>11</b> Fees for services (non-employees):                                                                                                                                                                                                        |                       |                                    |                                           |                             |
| <b>a</b> Management.                                                                                                                                                                                                                                |                       |                                    |                                           |                             |
| <b>b</b> Legal.                                                                                                                                                                                                                                     | 1,183,480             |                                    |                                           |                             |
| <b>c</b> Accounting.                                                                                                                                                                                                                                | 339,410               |                                    |                                           |                             |
| <b>d</b> Lobbying.                                                                                                                                                                                                                                  |                       |                                    |                                           |                             |
| <b>e</b> Professional fundraising services. See Part IV, line 17.                                                                                                                                                                                   |                       |                                    |                                           |                             |
| <b>f</b> Investment management fees.                                                                                                                                                                                                                | 293,197               |                                    |                                           |                             |
| <b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).                                                                                                                                | 46,896,364            | 0                                  | 0                                         | 0                           |
| <b>12</b> Advertising and promotion.                                                                                                                                                                                                                | 36,609,909            |                                    |                                           |                             |
| <b>13</b> Office expenses.                                                                                                                                                                                                                          | 11,182,246            |                                    |                                           |                             |
| <b>14</b> Information technology.                                                                                                                                                                                                                   | 9,328,495             |                                    |                                           |                             |
| <b>15</b> Royalties.                                                                                                                                                                                                                                |                       |                                    |                                           |                             |
| <b>16</b> Occupancy.                                                                                                                                                                                                                                | 364,202               |                                    |                                           |                             |
| <b>17</b> Travel.                                                                                                                                                                                                                                   | 10,159,566            |                                    |                                           |                             |
| <b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials.                                                                                                                                           |                       |                                    |                                           |                             |
| <b>19</b> Conferences, conventions, and meetings.                                                                                                                                                                                                   | 11,745,196            |                                    |                                           |                             |
| <b>20</b> Interest.                                                                                                                                                                                                                                 | 136,235               |                                    |                                           |                             |
| <b>21</b> Payments to affiliates.                                                                                                                                                                                                                   |                       |                                    |                                           |                             |
| <b>22</b> Depreciation, depletion, and amortization.                                                                                                                                                                                                | 3,091,710             |                                    |                                           |                             |
| <b>23</b> Insurance.                                                                                                                                                                                                                                | 2,233,023             |                                    |                                           |                             |
| <b>24</b> Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O):                                         |                       |                                    |                                           |                             |
| <b>a</b> PUBLIC POLICY EXPENSES                                                                                                                                                                                                                     | 19,453,390            |                                    |                                           |                             |
| <b>b</b> TAXES                                                                                                                                                                                                                                      | 3,520,496             |                                    |                                           |                             |
| <b>c</b> MAINTENANCE AND REPAIRS                                                                                                                                                                                                                    | 2,728,734             |                                    |                                           |                             |
| <b>d</b> REALTOR MEMBER SUBSCRIPTIONS                                                                                                                                                                                                               | 12,562,555            |                                    |                                           |                             |
| <b>e</b> All other expenses                                                                                                                                                                                                                         | 4,446,877             | 0                                  | 0                                         | 0                           |
| <b>25</b> Total functional expenses. Add lines 1 through 24e.                                                                                                                                                                                       | 236,906,811           | 0                                  | 0                                         | 0                           |
| <b>26</b> Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.<br>Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) |                       |                                    |                                           |                             |

**Part X Balance Sheet**Check if Schedule O contains a response or note to any line in this Part IX ☐

|                                    |                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                         |             | (A)<br>Beginning of year |             | (B)<br>End of year |
|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------------------------|-------------|--------------------|
| <b>Assets</b>                      | <b>1</b>                                                                                                                                                   | Cash—non-interest-bearing . . . . .                                                                                                                                                                                                                                                                                                     |             |                          | <b>1</b>    |                    |
|                                    | <b>2</b>                                                                                                                                                   | Savings and temporary cash investments . . . . .                                                                                                                                                                                                                                                                                        |             | 73,214,485               | <b>2</b>    | 76,235,336         |
|                                    | <b>3</b>                                                                                                                                                   | Pledges and grants receivable, net . . . . .                                                                                                                                                                                                                                                                                            |             |                          | <b>3</b>    |                    |
|                                    | <b>4</b>                                                                                                                                                   | Accounts receivable, net . . . . .                                                                                                                                                                                                                                                                                                      |             | 3,017,130                | <b>4</b>    | 2,517,449          |
|                                    | <b>5</b>                                                                                                                                                   | Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L . . . . .                                                                                                                                                           |             | 0                        | <b>5</b>    | 0                  |
|                                    | <b>6</b>                                                                                                                                                   | Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L . . . . . |             |                          | <b>6</b>    | 0                  |
|                                    | <b>7</b>                                                                                                                                                   | Notes and loans receivable, net . . . . .                                                                                                                                                                                                                                                                                               |             |                          | <b>7</b>    |                    |
|                                    | <b>8</b>                                                                                                                                                   | Inventories for sale or use . . . . .                                                                                                                                                                                                                                                                                                   |             |                          | <b>8</b>    |                    |
|                                    | <b>9</b>                                                                                                                                                   | Prepaid expenses and deferred charges . . . . .                                                                                                                                                                                                                                                                                         |             | 3,919,930                | <b>9</b>    | 5,162,871          |
|                                    | <b>10a</b>                                                                                                                                                 | Land, buildings, and equipment—cost or other basis. Complete Part VI of Schedule D . . . . .                                                                                                                                                                                                                                            | <b>10a</b>  | 157,647,365              |             |                    |
|                                    | <b>b</b>                                                                                                                                                   | Less: accumulated depreciation . . . . .                                                                                                                                                                                                                                                                                                | <b>10b</b>  | 99,743,913               |             |                    |
|                                    |                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                         |             | 57,443,013               | <b>10c</b>  | 57,903,452         |
|                                    | <b>11</b>                                                                                                                                                  | Investments—publicly traded securities . . . . .                                                                                                                                                                                                                                                                                        |             | 88,046,034               | <b>11</b>   | 79,507,910         |
|                                    | <b>12</b>                                                                                                                                                  | Investments—other securities. See Part IV, line 11 . . . . .                                                                                                                                                                                                                                                                            |             | 5,475,233                | <b>12</b>   | 5,226,721          |
|                                    | <b>13</b>                                                                                                                                                  | Investments—program-related. See Part IV, line 11 . . . . .                                                                                                                                                                                                                                                                             |             | 58,159,615               | <b>13</b>   | 72,678,625         |
|                                    | <b>14</b>                                                                                                                                                  | Intangible assets . . . . .                                                                                                                                                                                                                                                                                                             |             | 9,298,700                | <b>14</b>   | 10,798,648         |
| <b>15</b>                          | Other assets. See Part IV, line 11 . . . . .                                                                                                               |                                                                                                                                                                                                                                                                                                                                         | 6,326,682   | <b>15</b>                | 8,029,442   |                    |
| <b>16</b>                          | <b>Total assets.</b> Add lines 1 through 15 (must equal line 34) . . . . .                                                                                 |                                                                                                                                                                                                                                                                                                                                         | 304,900,822 | <b>16</b>                | 318,060,454 |                    |
| <b>Liabilities</b>                 | <b>17</b>                                                                                                                                                  | Accounts payable and accrued expenses . . . . .                                                                                                                                                                                                                                                                                         |             | 58,180,080               | <b>17</b>   | 66,023,779         |
|                                    | <b>18</b>                                                                                                                                                  | Grants payable . . . . .                                                                                                                                                                                                                                                                                                                |             |                          | <b>18</b>   |                    |
|                                    | <b>19</b>                                                                                                                                                  | Deferred revenue . . . . .                                                                                                                                                                                                                                                                                                              |             | 71,375,545               | <b>19</b>   | 77,627,170         |
|                                    | <b>20</b>                                                                                                                                                  | Tax-exempt bond liabilities . . . . .                                                                                                                                                                                                                                                                                                   |             |                          | <b>20</b>   |                    |
|                                    | <b>21</b>                                                                                                                                                  | Escrow or custodial account liability. Complete Part IV of Schedule D . . . . .                                                                                                                                                                                                                                                         |             |                          | <b>21</b>   |                    |
|                                    | <b>22</b>                                                                                                                                                  | Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L . . . . .                                                                                                                                          |             |                          | <b>22</b>   | 0                  |
|                                    | <b>23</b>                                                                                                                                                  | Secured mortgages and notes payable to unrelated third parties . . . . .                                                                                                                                                                                                                                                                |             |                          | <b>23</b>   |                    |
|                                    | <b>24</b>                                                                                                                                                  | Unsecured notes and loans payable to unrelated third parties . . . . .                                                                                                                                                                                                                                                                  |             | 10,500,000               | <b>24</b>   | 8,750,000          |
|                                    | <b>25</b>                                                                                                                                                  | Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D . . . . .                                                                                                                                                         |             | 2,659,937                | <b>25</b>   | 2,859,911          |
|                                    | <b>26</b>                                                                                                                                                  | <b>Total liabilities.</b> Add lines 17 through 25 . . . . .                                                                                                                                                                                                                                                                             |             | 142,715,562              | <b>26</b>   | 155,260,860        |
| <b>Net Assets or Fund Balances</b> | <b>Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b> |                                                                                                                                                                                                                                                                                                                                         |             |                          |             |                    |
|                                    | <b>27</b>                                                                                                                                                  | Unrestricted net assets . . . . .                                                                                                                                                                                                                                                                                                       |             | 162,185,260              | <b>27</b>   | 162,799,594        |
|                                    | <b>28</b>                                                                                                                                                  | Temporarily restricted net assets . . . . .                                                                                                                                                                                                                                                                                             |             |                          | <b>28</b>   |                    |
|                                    | <b>29</b>                                                                                                                                                  | Permanently restricted net assets . . . . .                                                                                                                                                                                                                                                                                             |             |                          | <b>29</b>   |                    |
|                                    | <b>Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.</b>                          |                                                                                                                                                                                                                                                                                                                                         |             |                          |             |                    |
|                                    | <b>30</b>                                                                                                                                                  | Capital stock or trust principal, or current funds . . . . .                                                                                                                                                                                                                                                                            |             |                          | <b>30</b>   |                    |
|                                    | <b>31</b>                                                                                                                                                  | Paid-in or capital surplus, or land, building or equipment fund . . . . .                                                                                                                                                                                                                                                               |             |                          | <b>31</b>   |                    |
|                                    | <b>32</b>                                                                                                                                                  | Retained earnings, endowment, accumulated income, or other funds . . . . .                                                                                                                                                                                                                                                              |             |                          | <b>32</b>   |                    |
| <b>33</b>                          | <b>Total net assets or fund balances</b> . . . . .                                                                                                         |                                                                                                                                                                                                                                                                                                                                         | 162,185,260 | <b>33</b>                | 162,799,594 |                    |
| <b>34</b>                          | <b>Total liabilities and net assets/fund balances</b> . . . . .                                                                                            |                                                                                                                                                                                                                                                                                                                                         | 304,900,822 | <b>34</b>                | 318,060,454 |                    |

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

|           |                                                                                                               |           |             |
|-----------|---------------------------------------------------------------------------------------------------------------|-----------|-------------|
| <b>1</b>  | Total revenue (must equal Part VIII, column (A), line 12)                                                     | <b>1</b>  | 242,161,739 |
| <b>2</b>  | Total expenses (must equal Part IX, column (A), line 25)                                                      | <b>2</b>  | 236,906,811 |
| <b>3</b>  | Revenue less expenses Subtract line 2 from line 1                                                             | <b>3</b>  | 5,254,928   |
| <b>4</b>  | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))                     | <b>4</b>  | 162,185,260 |
| <b>5</b>  | Net unrealized gains (losses) on investments                                                                  | <b>5</b>  | 3,398,338   |
| <b>6</b>  | Donated services and use of facilities                                                                        | <b>6</b>  |             |
| <b>7</b>  | Investment expenses                                                                                           | <b>7</b>  |             |
| <b>8</b>  | Prior period adjustments                                                                                      | <b>8</b>  |             |
| <b>9</b>  | Other changes in net assets or fund balances (explain in Schedule O)                                          | <b>9</b>  | -8,038,932  |
| <b>10</b> | Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B)) | <b>10</b> | 162,799,594 |

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

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

# Additional Data

**Software ID:** 17005876  
**Software Version:** 2017v2.2  
**EIN:** 36-1520690  
**Name:** National Association of Realtors

Form 990 (2017)

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

WORKING FOR AMERICA'S PROPERTY OWNERS, THE NATIONAL ASSOCIATION PROVIDES A FACILITY FOR PROFESSIONAL DEVELOPMENT, RESEARCH AND EXCHANGE OF INFORMATION AMONG ITS MEMBERS AND TO THE PUBLIC AND GOVERNMENT FOR THE PURPOSE OF PRESERVING THE FREE ENTERPRISE SYSTEM AND THE RIGHT TO OWN REAL PROPERTY

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

NAR PROMOTES HIGH STANDARDS OF CONDUCT IN THE TRANSACTION OF REAL ESTATE BUSINESS AND HELPS TO ENSURE THAT THE PUBLIC RECOGNIZES THAT REALTORS ADHERE TO A STRICT CODE OF ETHICS NAR'S CONSUMER ADVERTISING CAMPAIGN DELIVERED POWERFUL MESSAGES TO NATIONAL AUDIENCES THROUGH COMPREHENSIVE MEDIA PROMOTIONS ENDORSING THE BENEFITS OF USING A REALTOR AND COUNTERING NEGATIVE HOUSING MARKET MESSAGES THE FOCUS OF THE PROGRAM IS TO HELP STATE AND LOCAL REALTOR ASSOCIATIONS TELL BUYERS AND SELLERS ABOUT THE OPPORTUNITIES IN A CHALLENGING HOUSING MARKET THE PROGRAM IS DESIGNED TO HELP REALTORS GENERATE AUTHENTIC OPTIMISM WITH CONSUMERS

---

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

NAR PROVIDES A BROAD-BASED PERSPECTIVE ON THE VALUE OF REAL PROPERTY OWNERSHIP AND THE IMPACT ON FAMILIES, COMMUNITIES AND SOCIETY  
ACCORDINGLY, NAR CONTINUES TO SUPPORT PUBLIC POLICY ISSUES THAT ENHANCE HOUSING AFFORDABILITY AND THE AVAILABILITY FOR PEOPLE OF ALL  
BACKGROUNDS AND INCOME LEVELS TO OBTAIN HOME OWNERSHIP THE ASSOCIATION'S WEBSITES, REALTOR.COM AND HOUSELOGIC.COM, ARE COMPANION  
WEBSITES FOR CONSUMERS, WHICH FEATURE INFORMATION ABOUT THE VALUE OF PROPERTY OWNERSHIP, ALLOW CONSUMERS TO DO THEIR OWN RESEARCH, AND  
HELP BUYERS AND SELLERS FIND REALTORS

---

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CHRIS POLYCHRON<br>Past President Twice-Removed                                                                                               | 30 0<br>.....<br>0                                                                         | X                                                                                                         |                     | X       |              |                              |        | 7,207                                                                | 0                                                                         | 0                                                                                             |
| BILL E BROWN<br>NAR President                                                                                                                 | 30 0<br>.....<br>0                                                                         | X                                                                                                         |                     | X       |              |                              |        | 232,918                                                              | 0                                                                         | 0                                                                                             |
| ELIZABETH JANE MENDENHALL<br>President - Elect                                                                                                | 30 0<br>.....<br>0 1                                                                       | X                                                                                                         |                     | X       |              |                              |        | 221,606                                                              | 0                                                                         | 0                                                                                             |
| JOHN S SMABY<br>First Vice President                                                                                                          | 30 0<br>.....<br>0                                                                         | X                                                                                                         |                     | X       |              |                              |        | 148,819                                                              | 0                                                                         | 0                                                                                             |
| THOMAS A RILEY<br>NAR Treasurer                                                                                                               | 30 0<br>.....<br>0 3                                                                       | X                                                                                                         |                     | X       |              |                              |        | 205,155                                                              | 0                                                                         | 0                                                                                             |
| THOMAS F SALOMONE<br>Immediate Past President                                                                                                 | 30 0<br>.....<br>0                                                                         | X                                                                                                         |                     | X       |              |                              |        | 150,072                                                              | 0                                                                         | 0                                                                                             |
| REBECCA THOMSON<br>Director                                                                                                                   | 0 5<br>.....<br>0 5                                                                        | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| COLLEEN A BADAGLIACCO<br>Incoming Vice President                                                                                              | 1 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MABEL GUZMAN<br>Vice President (Resigned)                                                                                                     | 5 0<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 5,278                                                                | 0                                                                         | 0                                                                                             |
| VINCENT E MALTA<br>First Vice President Elect                                                                                                 | 5 0<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |



| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| KENNY PARCELL<br>Incoming Vice President                                                                                                      | 15<br>.....<br>0                                                                           | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BETH PEERCE<br>Vice President (RESIGNED)                                                                                                      | 50<br>.....<br>0                                                                           | X                                                                                                         |                     |         |              |                              |        | 24,258                                                               | 0                                                                         | 0                                                                                             |
| KEVIN M SEARS<br>Vice President                                                                                                               | 50<br>.....<br>0                                                                           | X                                                                                                         |                     |         |              |                              |        | 21,081                                                               | 0                                                                         | 0                                                                                             |
| LORRAINE ABERCROMBIE<br>Director                                                                                                              | 05<br>.....<br>0                                                                           | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JESSE ACEVEDO<br>Director                                                                                                                     | 05<br>.....<br>0                                                                           | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHERYL ACKER<br>Director                                                                                                                      | 05<br>.....<br>0                                                                           | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT C ADAMSON<br>Director                                                                                                                  | 05<br>.....<br>0                                                                           | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KOKI ADASI<br>Director                                                                                                                        | 05<br>.....<br>0                                                                           | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KIMBERLY A ALLARD<br>Director                                                                                                                 | 05<br>.....<br>0                                                                           | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| YVETTE M ALLEN<br>Director                                                                                                                    | 05<br>.....<br>0                                                                           | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| SCOTT ALLISON<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MOANA L ANDERSEN<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRIS H ANDERSON<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PATRICIA C ANGLERO<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| FRANK W ANTHONY<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ENNIS ANTOINE<br>Director (RESIGNED)                                                                                                          | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARTHA L APPEL<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RICARDO E ARCHILA SOMOZA<br>Director                                                                                                          | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CINDY G ARIOSOA<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM J ARMSTRONG<br>Director                                                                                                               | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| LORRAINE A ARORA                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ADRIAN A ARRIAGA                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARIO A ARRIAGA                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RYAN ASAO                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DONALD L ASHER                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM F ASHKER                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CAROLYN AUGUR                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAULINE AUNGER                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRUCE H AYDT                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DOUGLAS C AZARIAN                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| KIM WARD BACSO<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| AHMED BADAT<br>Director                                                                                                                       | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT J BAILEY<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DEBORAH A BAISDEN<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAN M BAKER<br>Director                                                                                                                       | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOAN BALLANTYNE<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTINA J BANASIAK<br>Director                                                                                                              | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANDREW G BARBAR<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL C BARBARO<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID J BARBER<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MELANIE A BARKER                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JEFF BARNETT                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SHARON PATRICIA BARRON                                                                                                                        | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN J BARRY                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| EDWARD M BARSKI                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ALLISON D BARTHOLOMEW                                                                                                                         | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....0                                                                                     | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KEVIN L BATDORF                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TRAY E BATES                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GAROLD D BAUER                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARY BAYAT                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CHRISTOPHER S BEADLING                                                                                                                        | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SCOTT A BEAUDRY                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL H BECKER                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CAMI BECKLEY                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KATHLEEN R BECKMAN                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SANDY BEDNAR                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| NATHAN JAMES BELL                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MALCOLM BENNETT                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RICHARD R BERGDAHL                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JR BERGE                                                                                                                                      | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| ALLYSON J BERNARD<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RUSSELL BERRY<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL A J BINDMAN<br>Director                                                                                                               | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTOPHER BISHOP<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LARRY M BLACK<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMAS L BLANCHARD<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANNIE D BLATZ<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM G BOATMAN<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SHADRICK BOGANY<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRADLEY J BOLAND<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| BECKWITH BOLLE<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHARLES J BONFIGLIO<br>Director                                                                                                               | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| EUGENIA K BONILLA<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RUSSELL K BOOTH<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEPHEN BOOTH<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CRAIG BORNER<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARIANNE BORNHOFT<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DOROTHY BOTSOE<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CARLTON J BOUJAI<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KATHRYN C BOVARD<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |



| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MONTIE R BOX<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| J RUSSELL BOYCE<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DARYL L BRAHAM<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| H GENE BRAKE<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JENNIFER BRANCHINI<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RYAN T BRASHEAR<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAUL E BREUNICH<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MAREN L BRISSON<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DANNY R BROCK<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MIKE BRODIE<br>Director                                                                                                                       | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| FRAN BROUDE                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SHEILA J BROWER                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAWN M BROWN                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DIANE BROWN                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ERIN BROWN                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KEVIN BROWN                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LEIGH T BROWN                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEVEN C BROWN                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL P BROWNELL                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THEODORE A BRYANT                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CINDI D BULLA                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WENDELL BULLARD                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JUDITH BUNDSCHUH                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHELE BUNTING BUNTING ROSS                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANDREW J BURKE                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARY FRANCES BURLESON                                                                                                                         | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID A BURNETT                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KENYA I BURRELL-VANWORMER                                                                                                                     | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SCOTT CABALLERO                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT W CALDWELL                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CINDY A CALLAIS                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAT CALLAN                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LINDA V CALLICUTT                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SARA L CALO                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTINA A CARDONE                                                                                                                           | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DOMINIC J CARDONE                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| NANCY C CARDONE                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CYNTHIA A CARLEY                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAWN M CARPENTER                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DOUGLAS CARPENTER                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| JANET S CARPENTER<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ALBERTO CARRILLO<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ADORNA O CARROLL<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MEG J CASPER<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEPHEN R CASPER<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN L CASTELLI<br>Director (RESIGNED)                                                                                                        | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| OTTO CATRINA<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DEBRA J CHAMBERLAIN<br>Director                                                                                                               | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CINDY S CHANDLER<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LORI CHAPMAN<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CHRISTINE M CHASE                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SOCAR CHATMON-THOMAS                                                                                                                          | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM S CHEE                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RICHARD S CHITTAM                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARK CHRISTOPHERSON                                                                                                                           | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DALE A CHUMBLEY                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| NANCY LEE CLANCY                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KEN R CLARK                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| QUINCY J CLAYTON                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| VICKI L CLEMAN                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CHRISTINA P CLEMANS                                                                                                                           | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MATT CLEMENTS                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PADDY COAN                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL COBB                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SHANNON COBB EVANS                                                                                                                            | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RITA A COFFEY                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES M COLEY                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARI L COLGAN                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ALVIN COLLINS                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAT VREDEVOOGD COMBS                                                                                                                          | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CATHY CONEWAY                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL J CONNOLLY                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANTONIA TONI CONNORS                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SHANE M COOK                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| VIRGINIA E COOK                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RONALD COOPER                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SHELLY COOPER                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRIAN COPELAND                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JASON W COPEMAN                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LAURA COPERSINO                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |



| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| NIKKI L COPPA                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TONYA H CORDER                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES P CORMIER                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOAN COTA                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JUDY COVINGTON                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID A COX                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| VICKI L COX GOLDER                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MIKE CRADDOCK                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TOMMIE CAROLYN CRISWELL                                                                                                                       | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DENNIS R CRONK                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| JEAN CROSBY                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KAREN CROWSON                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TIFFANY N CURRY                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DONNA M CUSSON                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOSEPH D'AMATO                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CAROLYN DAGOSTA                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PATRICK A DALESSANDRO                                                                                                                         | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMAS P DALEY                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVE E DALZELL                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SANDY DARLING                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| ANITA T DAVIS                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ARLENE DAVIS                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| FRAN DAVIS                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KENNETH WESTON DAVIS                                                                                                                          | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WINNIE YUKSIM DAVIS                                                                                                                           | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KIMBERLY L DAWSON                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN DE SOUZA                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KRISTA L DEACON                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANNE MARIE DECATSYE                                                                                                                           | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ALLAN H DECHERT                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| ANN M DEFRIES                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOSIE DEGRUSHA                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANGELO MICHAEL DELDUCA                                                                                                                        | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL L DELEON                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JULIE D DELORENZO                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTINE J DELVECCHIO                                                                                                                        | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PETER S DEMIDOVICH                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARTHA DENT                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MATTHEW DEUITCH                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBIN DICKSON                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MATT I DIFANIS                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL DIMELLA                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DIANE K DISBROW                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAUL A DIZMANG                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LORI D DOERFLER                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| HARRIETTE H DOGGETT                                                                                                                           | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN DOHM                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PATRICIA A DOWTIN                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL D DREWS                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| AARON DRUSSEL                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| ELIZABETH C DUENAS                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SHELLY L DUNCAN                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RANDY DURHAM                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID DWECK                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LINDA M DWYER                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARY V DYKSTRA                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RACHEL EAMES                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT C EBY                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARTIN EDWARDS                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| HOWARD B ELFMAN                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| BRUCE E ELLIOTT                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LAURA K ELLIS                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT H ELROD                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STUART R ELSEA                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JP ENDRES                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LISBETH N ENGLISH                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBINA ENGLISH                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BELINDA DEA EPPS                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES A EVANS                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAUL J EVERSON                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (DECEASED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CAROL A FACCIPONTI<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TREASURE A FAIRCLOTH<br>Director                                                                                                              | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CAREY E FARMER<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DON FAUGHT<br>Director                                                                                                                        | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL L FAULKNER<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL O FELDMAN<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTOPHER K FELIX<br>Director                                                                                                               | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LINDA A FERCODINI<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JORGE H FERNANDEZ<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID FIALK<br>Director                                                                                                                       | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |







| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| ANJANETTE L FRYE                                                                                                                              | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| RICHARD T FRYER                                                                                                                               | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| VICKI L FULLERTON                                                                                                                             | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| JOSEPH K FUNKHOUSER                                                                                                                           | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| WILLIAM C FURST                                                                                                                               | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| BRANDI J GABBARD                                                                                                                              | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| PETE GALBRAITH                                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| DAVID R GALLUS                                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| EVA S GARCIA                                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| FERNANDO GARCIA ERVITI                                                                                                                        | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| EDMUND S GARDNER                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RYAN GATTERMEIR                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANNE D GAULT                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RICHARD GAYLORD                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARJORIE A GENOVA                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JASON MCCREE GENTRY                                                                                                                           | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRENDA G GHIBAUDI                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ERIC D GIBBS SR                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SCOTT H GIESER                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DEBRA ANN GISRIEL                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| TG GLAZER                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KIMBERLY GLEASON                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEVE L GODDARD                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ART GODI                                                                                                                                      | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN W GOEDE                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAY GOHIL                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMAS A GONGAWARE                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| FRANK GOODALE                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL W GORDON                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GREGORY R GOSSELIN                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| GEORGE M GRABENHORST                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JARROD C GRASSO                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JEFF GREBE                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBIN E GREENBERG                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DEBRA S GREENE                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SUMMER J GREENE                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KAREN E GREENWOOD                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| FRANCOIS K GREGOIRE                                                                                                                           | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES M GRICAR                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CAROL S GRIFFITH                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| DAVID M GRIFFITH                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ELAINE GRILL                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BARRY M GROOMS                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RUSSELL GROOMS                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOEL GROSSMAN                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| REBECCA F GROSSMAN                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JORGE LUIS GUERRA JR                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MAX WM GURVITCH                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CARLOS GUTIERREZ                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WARREN HABIB                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| STEFANIE AINGE HAHN                                                                                                                           | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MELISSA HAILEY                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES S HAISLER                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BOB HALE                                                                                                                                      | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KIT HALE                                                                                                                                      | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RANDALL S HALL                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MATTHEW T HALPERIN                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (DECEASED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CINDY HAMANN                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JIM HAMILTON                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOE HANAUER                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |



| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| WILLIAM J HANLEY<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID E HANNA<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| HOWARD W HANNA<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTINE E HANSEN<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT R HARMAN<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHUCK HARRIS<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DONALD E HARRIS<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ELIZABETH J HARRIS<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| IONA C HARRISON<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN J HARRISON<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MARGARET M HARTMAN                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GAIL M HARTNETT                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KERRI L HARTNETT                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GEORGE R HARVEY                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DANIEL HOUSTON HATFIELD                                                                                                                       | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARCENE HEDAYATI                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| AMY L HEDGECOCK                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SALLY G HEIMBROOK                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MEREDITH HELD                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DORCAS HELFANT-BROWNING                                                                                                                       | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| GLENN W HELLYER                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RODNEY M HELM                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES L HELSEL                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SUSAN G HELSINGER                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAUL B HENDRIKS                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GREGORY S HERB                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DOROTHY HERMAN                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN T HERRING                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CONNIE HETTINGA                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JEFFREY HILL                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MAX HILL                                                                                                                                      | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JEFFREY HOFFMAN                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN A HOOPS                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEPHEN A HOOVER                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TOM HORMEL                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN P HORNING                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KATHLEEN ANN HOUSTON                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BOBBI J HOWE                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GREGORY J HRABCAK                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KARLA L HUITSGING                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| BRETT G HUNSAKER<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL R HUNSTAD<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BROOKE S HUNT<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LEANNAH HUNT<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JIM IMHOFF<br>Director                                                                                                                        | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRIS ISAACSON<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTINE R JACOBSON<br>Director                                                                                                              | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JASON M JAKUS<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GEORGE C JALIL<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARIE JEBAVY<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MARY ANN JEFFERS                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMAS JEFFERSON                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM C JILES                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JULIE M JOECKEL                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| COLIN B JOHNSON                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAWN M JOHNSON                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARVIN J JOLLY                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LYNN H JONES                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PHIL JONES                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEPHANIE JONES                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| WM JORDAN                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JANET JUDD                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOANNE H JUSTICE                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ELLEN W KALE                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRUCE KAMMER                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARK F KAMPS                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JANET L KANE                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KEITH KANEMOTO                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAT G KAPLAN                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TRACY KASPER                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| GEOFFREY M KASSELMAN                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LA NORA KAY                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LARRY KEATING                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM KEHOE                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KRIS R KELLER                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KEITH KELLEY                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| VICKIE K KELSALL                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DELILAH L KENNEN                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID P KENT                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KIM KERBIS                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |



| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| R SCOTT KESNER                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ILENE S KESSLER                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (DECEASED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM D KESSLER                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAN KEUNE                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT FRANCIS KEVANE                                                                                                                         | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KALAMA KIM                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES M KINNEY                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ADAM B KIRKHAM                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JANICE R KIRKNER                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BETTY KISSOCK                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MARK MAKOTO KITABAYASHI                                                                                                                       | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SUSAN MOBBS KLISEN                                                                                                                            | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| NICK KLINE                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRAD KNAPP                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| COY KNAPP                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JUSTIN A KNOLL                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LEIL A KOCH                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN KODLICK                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MIKEL R KOLLMANSBERGER                                                                                                                        | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PETE KOPF                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| ANGIE KOPKA                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (DECEASED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMAS F KOTZIAN                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOEL A KOVAL                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| FRANK E KOWALSKI                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMAS W KRETTLER                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BUDD KRONES                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (DECEASED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT MICHAEL KULICK                                                                                                                         | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTINE M KUTZKEY                                                                                                                           | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CONNIE M KYLE                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JIMMY LA PETER                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| BARBARA B LACH<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LANCE S LACY<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JULIO S LAGUARTA<br>Director (RESIGNED)                                                                                                       | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHERYL LAMBERT<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBIN LANCE<br>Director                                                                                                                       | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MONICA M LANG<br>Director (RESIGNED)                                                                                                          | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL T LANNING<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CARL A LANTZ<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOSEPH A LAROSA<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN E LAZENBY<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MARK A LEADERS                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN LEASE                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KARL P LEE                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LINDA C LEE                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SUE ANN SH LEE                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID M LEGAZ                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RONALD B LENNEN                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOYCE LEONARD                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAUL LEPAGE                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KEVIN R LEVENT                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| JACK H LEVINE                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JEFFREY J LEVINE                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARC G LEVINSON                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| D PATRICK LEWIS                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JUNPING PATRICK LIAO                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARGARET A LINDSAY                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BECCA LINNIG                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SARA LIPNITZ                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES LIPTAK                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMPSON D LITCHFIELD                                                                                                                         | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....0                                                                                     | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MARBURY A LITTLE                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID C LOCKWOOD                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TED LORING                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ALAN LOVITT                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JARROD LOWE                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOSEPH F LUCA                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LINDA LUGO                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TIMOTHY L LUND                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROGER LUNDY                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KAKI ROBERTS LYBBERT                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |





| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| DONALD MARPLE<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARK M MARQUEZ<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GREGORY P MARTIN<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES E MARTIN<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JARED BRYAN MARTIN<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SHERRY D MASER<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GREG J MASON<br>Director (RESIGNED)                                                                                                           | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| NENE O MATEY KEKE<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GUY A MATTEO<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SCOTT A MATTHIAS<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| ANNE M MATYJASIK                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| R BRIAN MATZA                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KC MAURER                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| HAROLD MAXWELL                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WALTER T MC DONALD                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN G MCARDLE                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CAROLE R MCCABE                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARY T MCCALL                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMAS J MCCARTHY                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KENDALL MCCAUSLAND                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| JOEL D MCCLINTOCK                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PEGGYANN MCCONNOCHIE                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LANE L MCCORMACK                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEPHEN W MCCULLOUGH                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANN D McDONALD                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTOPHER S MCELROY                                                                                                                         | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHERYL MCFALL                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES H MCGIFFERT                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL C MCGREW                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GEOFF MCINTOSH                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| TYLER MCKENZIE                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANDREA P MCKEY                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JEWELL A MCKINNEY                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT MCMILLAN                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (DECEASED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LINDA CANNON MCMORROW                                                                                                                         | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KATHLEEN M MCQUILKIN                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BETTE R MCTAMNEY                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEPHEN B MCWILLIAM                                                                                                                           | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SHERRI L MEADOWS                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ALAN B MEHRWEIN                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| RICHARD A MENDENHALL                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PETER B MERRITT                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| REINALDO L MESA                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BONNIE F METVINER                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TIFFANY S MEYER                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| AL J MICHALOVIC                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SUSAN E MIDDENDORF                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN J MIKE                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CYNTHIA K MILLER                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| F K MILLER                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MARIA E MILLER<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TERRY E MILLER<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SHARON A MILLETT<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM G MILLIKEN<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ALEKSANDR MILSHTEYN<br>Director                                                                                                               | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RICHARD P MIRANDA<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ELLEN MITCHEL<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CATHY C MITCHELL<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAY S MITCHELL<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRIAN W MOLISSE<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| PAULA R MONTHOFER                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMIE D MOORE                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JUDY E MOORE                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TRUDY G MOORE                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM M MOORE                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| EDGAR F MORALES                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEVEN W MOREIRA                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PHIL MORRICAL                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| R LAYNE LAYNE MORRILL                                                                                                                         | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| EZEKIEL T MORRIS                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MARGARET D MORRIS                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| NANCY MOSCA                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOSEPH M MOSHE                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SCOTT R MULDAVIN                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| COLIN P MULLANE                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MUGS MULLINS                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHARLIE L MURPHY                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMAS A MURPHY                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| VICTORIA T MURPHY                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BILL W MURRAY                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |



| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| SHELLY M MURRAY                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CALVIN R MUSSELMAN                                                                                                                            | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTOPHER MYGATT                                                                                                                            | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RONALD L MYLES                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| FRANK NELSON                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GARY W NELSON                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TERRELL P NEWBERRY                                                                                                                            | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TAMMY NEWLAND-SHISHIDO                                                                                                                        | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN E NICHOLS                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PEYTON NORVILLE                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| KENDRA L NORWOOD                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN C NUGENT                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ELIZABETH NUNAN                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARY ELLEN O'BOYLE                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GERARD O'CONNELL                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SANDRA L O'CONNOR                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KAREN E O'GRADY-HUGHEY                                                                                                                        | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTIE O'NEIL                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JASON A O'NEIL                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RAYMOND P O'NEIL                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| PATRICIA TI M O'NEILL<br>Director                                                                                                             | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN F O'REILLY<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PATRICIA L OHMBERGER<br>Director                                                                                                              | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ALLEN M OKAMOTO<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL D OLDENETTEL<br>Director                                                                                                              | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| EILEEN L OLDROYD<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JENNY OLIVO<br>Director                                                                                                                       | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CAROL J OLNEY<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STACEY D ONNEN<br>Director (RESIGNED)                                                                                                         | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT L OPPENHEIMER<br>Director                                                                                                              | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CHARLES S OPPLER                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PIERO ORSI                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| IGNACIO OSORIO                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM F OVERACRE                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL W OWEN                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| HEATHER OZUR                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LINDA J PAGE                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT F PAHLKE                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BOWEN PAK                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DOMINIC L PALLINI                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| ANN MARIE M PALLISTER                                                                                                                         | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTINA PAPPAS                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL J PAPPAS                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LEONARDO PAREJA                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROGER A PARHAM                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVE L PARKS                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RONALD J PASCUAL                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SUSAN M PATT                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PATRICK M PAULSON                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GREGORY J PAWLIK                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CRAIG PECK<br>Director                                                                                                                        | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GEORGE F PEEK<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LORENA PENA<br>Director                                                                                                                       | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID M PERETTI<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOE J PEREZ<br>Director                                                                                                                       | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JEFFREY D PERRY<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARK PETERSON<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TROY PETERSON<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SANDI PFISTER<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID TIMOTHY PHILLIPS<br>Director                                                                                                            | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| RONALD L PHIPPS<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TERRY J PILCHER<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BEVERLY Y PINDLING<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| NYKEA PIPPION MCGRIFF<br>Director                                                                                                             | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| J REED PIRAIN<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROGER M PIRO<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BILL PLATTOS<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRUCE E PLUMMER<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| HANK POBURKA<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARTHA POMARES<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| JOANNE E POOLE<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHARLES R PORTER<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LINDA CAROL PORTERFIELD<br>Director                                                                                                           | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| NELL G POSTELL<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM H POTEET<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GEOFFREY P POULOS<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| FRED W PRASSAS<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LYNETTE D PRAYTOR<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM J PROCESS<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DEBORAH K PRODEHL<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |



| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| SIDNEY G PUGH                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTOPHER G RAAD                                                                                                                            | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JENIFER J RACHEL                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JEANNE RADSICK                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CRAIG RAGG                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GAYE RAINEY                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RICHARD M RALL                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHAILLE G RALPH                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JUDY RAMELLA                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TOM A RAU                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| RYAN RAVEIS                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BILL A RAWLINGS                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DEBBIE A RAWLS                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHARLEY RAY                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| HENRY B RAY                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRIS A READ                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SULINDA M READY                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEVEN REDMOND                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRIS REESE                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GARY J REGGISH                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| DONNA REID                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ALICIA REINHARD                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ELLEN B RENISH                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LIZA A REYES                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RANDY REYNOLDS                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTINE RICHARDSON                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LYNNE RIFKIN                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| NANCY J RILEY                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| J D RINEHART                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MATTHEW RITCHIE                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CHERL R ROANE<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DEANNA K ROBBINS<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DOREEN ROBERTS<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ED P ROBERTS<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARY R ROBERTS<br>Director                                                                                                                    | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PATRICK A ROBERTS<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BONNIE ROBERTS-BURKE<br>Director                                                                                                              | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| D GARY ROGERS<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRANDON W ROGILLIO<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GREGORY D ROKEH<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| VICKI L ROLLER                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MELODY SKYE ROLOFF                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DENNIS ROSAS                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RICHARD J ROSENTHAL                                                                                                                           | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| VERNICE ROSS                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRIS ROST                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PETER W RUFFINI                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ADAM A RUIZ                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARY ALICE RUPPERT                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LEIGH A RUTLEDGE                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| TERRY RYAN                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARK SADEK                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| HANNE A SAGALOWSKY                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ERIC SAIN                                                                                                                                     | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN D SAMSON                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CARL SAN MIGUEL                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| EVA M SANDERS                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CRAIG W SANFORD                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID S SANSOM                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| EDUARDO SANTOS ALVARADO                                                                                                                       | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| ANDREW SARNO                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LEO SAUNDERS                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SUSAN M SAVAGE                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAULA K SAVARD                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANDY JOE SCAGLIONE                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DIANNE C SCALZA                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JANET G SCAVO                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PHILLIP SCHAEFER                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SANDRA M SCHEDE                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RANDY R SCHEIDT                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| DIANE G SCHERER                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANTHONY R SCHIPPA                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTIAN SCHLUETER                                                                                                                           | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL SCHMELZER                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JON SCHNOOR                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL R SCHOONOVER                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| A DAVID SCHWARZ                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DON SCORDINO                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| J LENNOX SCOTT                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAUL SCOTT                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |



| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| BRIAN P SEARS                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ADAIR SMITH SENN                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOSE M SERRANO                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAULA E SERVEN                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MOSES SEURAM                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES J SEXTON                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BARBARA M SGUEGLIA                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CYNTHIA J SHAFER                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BARYALAI K SHALIZI                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRIAN SHARPE                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| THOMAS E SHELLY                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CYNTHIA C SHELTON                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CORY SHEPARD                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANDREA N SHERIDAN                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DEBBIE SHIELDS                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TODD A SHIPMAN                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MILTON M SHOCKLEY                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM HAMILTON SHUGART                                                                                                                      | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PRADEEP B SHUKLA                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GLORIA V SICILIANO                                                                                                                            | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| ANGELA SICOLI                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MATT SILVER                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KENT SIMPSON                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ERIK E SJOWALL                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMAS E SKIFFINGTON                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KIM SKUMANICK                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN H SLIVON                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRIS S SLOAN                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRENDA SMALL                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BONNIE SMITH                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| JAMES A SMITH                                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| JEFFREY L SMITH                                                                                                                               | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| LESLIE ROUDA SMITH                                                                                                                            | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| NANCY SMITH                                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| RANDAL M SMITH                                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| WENDY M SMITH                                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| DJ SNAPP                                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| HARLEY W SNYDER                                                                                                                               | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| NICHOLAS A SOLIS                                                                                                                              | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| SHERRI SOUZA                                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| Director                                                                                                                                      |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| DEBORAH Q SPANGLER                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SALLY SPARKS                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LARRY SPITERI                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LINDA ST PETER                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PHILLIP C STARK                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN W STEFFEY                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMAS M STEVENS                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOE RAYMOND STEWART                                                                                                                           | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SUE L STINSON-TURNER                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES A STOFKO                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| HAGAN STONE                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEVEN A STRODE                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHERYL STUCKWISH                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TAMARA SUMINSKI                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SALLY A SUSLAK                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PETER A SVEUM                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GLENNA M SWIGER                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SUSAN L SWINK                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RYAN BRUCE SWINNEY                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CARY ALLEN SYLVESTER                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |



| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| JERRY R TEESON                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MICHAEL THEO                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DEVON THOMAS                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GARY THOMAS                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RANDALL C THOMAS                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRIAN L THOMPSON                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KURT O THOMPSON                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ANN THROCKMORTON                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID J TINA                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LORI A TODD                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |



| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| THOMAS C TOGNOLI                                                                                                                              | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JACK F TORZA                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| FRANK A TRAPANI                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARK TRENKA                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LINDA J TREVOR                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SCOTT TROXEL                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES J TSIGHIS                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KATHY G TUCKER                                                                                                                                | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KIM L TUCKER                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PETER TUCKER                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| BOB TURNER                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| OFELIA ULLOA                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TODD H UMBENHAUER                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BARRETT P UPCHURCH                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CARRIE UVA                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| NICHOLAS P VAN ASSCHE                                                                                                                         | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| TANYA E VAN BLAKE-COLEMAN                                                                                                                     | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHARLOTTE M VANDERWAAG                                                                                                                        | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LINDA M VAUGHAN                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MADELINE H VEISSI                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MAURICE J VEISSI<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RICK VIOLETT<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SHARON P VOSS<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CLAYTON WADE<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RAY WADE<br>Director                                                                                                                          | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAN WAGNER<br>Director                                                                                                                        | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT M WALKER<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEPHANIE G WALKER<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| GEORGIA LEE WALL<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CLARK E WALLACE<br>Director                                                                                                                   | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| KITTY WALLACE<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID W WALSH<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SARA L WALSH<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| FURHAD WAQUAD<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| EDWARD WARD<br>Director                                                                                                                       | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| SARAH L WARE<br>Director (RESIGNED)                                                                                                           | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHIP WATTS<br>Director                                                                                                                        | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JENNIFER K WAUHOB<br>Director                                                                                                                 | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JEANNETTE WAY<br>Director                                                                                                                     | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBIN L WEBB<br>Director                                                                                                                      | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| THOMAS W WEBER                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JAMES WEICHERT                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| NESTOR R WEIGAND                                                                                                                              | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID WELCH                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARIA S WELLS                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JEFFREY G WELSH                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CATHERINE B WHATLEY                                                                                                                           | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMAS WHATLEY                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LYNN WHEELER                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARGO E WHEELER                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CYNTHIA D WHITE                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ROBERT WHITE                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| STEVE WHITE                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WILLIAM A WHITE                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MERLE L WHITEHEAD                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THOMAS M WIENER                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PATRICE H WILLETTTS                                                                                                                           | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BAYARD WILLIAMS                                                                                                                               | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CLAIRE L WILLIAMS                                                                                                                             | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DANA WILLIAMS                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                       |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                       |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| MARY EDNA C WILLIAMS                                                                                                                          | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LINDA J WILSON                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MELVIN L WILSON                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN WINTHER                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| KAY M WIRTH                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DAVID WLUKA                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DONN T WONDERLING                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN Y WONG                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOHN YEN WONG                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| EDWARD C WOOD                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....                                                                                      | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| JOHN R WOOD                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JACK WOODCOCK                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| MARK A WOODROOF                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BRIAN WOODS                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| EDMUND G WOODS                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| WAYNE WOODYARD                                                                                                                                | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| AVIS WUKASCH                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| THERESE ANN WUNDERLICH                                                                                                                        | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LISA G WURTH                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ALAN YASSKY                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |



| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                     |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutcnal Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| DOYLE YATES                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| ARTHUR A YATSKO                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JON T YOCUM                                                                                                                                   | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director (RESIGNED)                                                                                                                           | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| LEIGH YORK                                                                                                                                    | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAUL G YORKIS                                                                                                                                 | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| CHRISTIAN E ZARIF                                                                                                                             | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JUDY WEISS ZEIGLER                                                                                                                            | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| JOANNE ZETTL                                                                                                                                  | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PAT ZIGGY A ZICARELLI                                                                                                                         | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| DEENA ZIMMERMAN                                                                                                                               | 0 5                                                                                        |                                                                                                           |                     |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
| Director                                                                                                                                      | .....<br>0                                                                                 | X                                                                                                         |                     |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors |                                                                                            |                                                                                                           |                      |         |              |                              |        |                                                                      |                                                                           |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| (A)<br>Name and Title                                                                                                                         | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                      |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|                                                                                                                                               |                                                                                            | Individual trustee or director                                                                            | Insttutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| CHRISTOPHER ZOLLER<br>Director                                                                                                                | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                      |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| RENEE ZURLO<br>Director                                                                                                                       | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                      |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| PATRICIA M ZUZEK<br>Director                                                                                                                  | 0 5<br>.....<br>0                                                                          | X                                                                                                         |                      |         |              |                              |        | 0                                                                    | 0                                                                         | 0                                                                                             |
| BOB GOLDBERG<br>CEO                                                                                                                           | 50 0<br>.....<br>8 0                                                                       |                                                                                                           |                      | X       |              |                              |        | 1,166,112                                                            | 0                                                                         | 39,261                                                                                        |
| DALE STINTON<br>CEO (RETIRED)                                                                                                                 | 40 0<br>.....<br>1 5                                                                       |                                                                                                           |                      | X       |              |                              |        | 1,861,419                                                            | 0                                                                         | 39,261                                                                                        |
| JOHN PIERPOINT<br>SVP, FINANCE AND COMPTROLLER                                                                                                | 35 0<br>.....<br>5 5                                                                       |                                                                                                           |                      |         | X            |                              |        | 477,894                                                              | 0                                                                         | 39,261                                                                                        |
| DONNA GLAND<br>SVP, HUMAN RESOURCES                                                                                                           | 50 0<br>.....<br>0                                                                         |                                                                                                           |                      |         | X            |                              |        | 341,348                                                              | 0                                                                         | 36,155                                                                                        |
| KATIE JOHNSON<br>SVP, GENERAL COUNSEL                                                                                                         | 50 0<br>.....<br>0                                                                         |                                                                                                           |                      |         | X            |                              |        | 539,964                                                              | 0                                                                         | 39,261                                                                                        |
| MATTHEW LOMBARDI<br>SVP, MARKETING & BUS DEVELOPMENT                                                                                          | 50 0<br>.....<br>0                                                                         |                                                                                                           |                      |         | X            |                              |        | 344,358                                                              | 0                                                                         | 36,366                                                                                        |
| WALT WITEK<br>SVP, COMMUNITY & POLITICAL AFFAIRS                                                                                              | 50 0<br>.....<br>0                                                                         |                                                                                                           |                      |         | X            |                              |        | 586,659                                                              | 0                                                                         | 39,261                                                                                        |

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

| (A)<br>Name and Title                                   | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|---------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
|                                                         |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| JANET BRANTON<br>SVP, GLOBAL SERVICES                   | 50 0<br>.....<br>0                                                                         |                                                                                                           |                       |         |              | X                            |        | 478,813                                                              | 0                                                                         | 39,26                                                                                         |
| JERRY GIOVANIello<br>SVP, GOVERNMENT AFFAIRS            | 50 0<br>.....<br>0                                                                         |                                                                                                           |                       |         |              | X                            |        | 689,354                                                              | 0                                                                         | 39,26                                                                                         |
| MARK LESSWING<br>SVP, CHIEF TECH OFFICER                | 50 0<br>.....<br>0                                                                         |                                                                                                           |                       |         |              | X                            |        | 527,097                                                              | 0                                                                         | 39,26                                                                                         |
| STEPHANIE SINGER<br>SVP, COMMUNICATIONS                 | 50 0<br>.....<br>0                                                                         |                                                                                                           |                       |         |              | X                            |        | 343,652                                                              | 0                                                                         | 36,31                                                                                         |
| LAWRENCE YUN<br>SVP, CHIEF ECONOMIST                    | 50 0<br>.....<br>0                                                                         |                                                                                                           |                       |         |              | X                            |        | 563,281                                                              | 0                                                                         | 39,26                                                                                         |
| DOUG HINDERER<br>FORMER KE - SENIOR VP, HUMAN RESOURCES | 37 5<br>.....<br>0                                                                         |                                                                                                           |                       |         |              |                              | X      | 179,610                                                              | 0                                                                         | 24,83                                                                                         |

SCHEDULE C  
(Form 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.  
▶Information about Schedule C (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

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<br>National Association of Realtors | Employer identification number<br>36-1520690 |
|--------------------------------------------------------------|----------------------------------------------|

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)

▶ \$ 0

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

▶ \$ 0

2

Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities

▶ \$ 0

3

Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b

▶ \$ 0

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) NAR FUND | 430 N MICHIGAN<br>CHICAGO, IL 60611 | 26-1725187 | 0                                                                   | 3,385,247                                                                                                                                  |
| 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 |
|---------------------------------------------------------------------|----------|----------|----------|----------|-----------|
| <b>2a</b> Lobbying nontaxable amount                                |          |          |          |          |           |
| <b>b</b> Lobbying ceiling amount<br>(150% of line 2a, column(e))    |          |          |          |          |           |
| <b>c</b> Total lobbying expenditures                                |          |          |          |          |           |
| <b>d</b> Grassroots nontaxable amount                               |          |          |          |          |           |
| <b>e</b> Grassroots ceiling amount<br>(150% of line 2d, column (e)) |          |          |          |          |           |
| <b>f</b> Grassroots lobbying expenditures                           |          |          |          |          |           |

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

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

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

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

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

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

|          |                                                                                                                                                                                                                                            |           |             |
|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-------------|
| <b>1</b> | Dues, assessments and similar amounts from members                                                                                                                                                                                         | <b>1</b>  | 204,824,510 |
| <b>2</b> | Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).                                                                                 |           |             |
| <b>a</b> | Current year                                                                                                                                                                                                                               | <b>2a</b> | 54,414,924  |
| <b>b</b> | Carryover from last year                                                                                                                                                                                                                   | <b>2b</b> | -11,295,894 |
| <b>c</b> | Total                                                                                                                                                                                                                                      | <b>2c</b> | 43,119,030  |
| <b>3</b> | Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues                                                                                                                                            | <b>3</b>  | 62,778,712  |
| <b>4</b> | If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year? | <b>4</b>  |             |
| <b>5</b> | Taxable amount of lobbying and political expenditures (see instructions)                                                                                                                                                                   | <b>5</b>  | -19,659,682 |

**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                                                                                                                                                                                                                                 |
|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Schedule C, Part I-A, Line 1<br>Description of Political Activities | THE ORGANIZATION COLLECTS MEMBER DUES EARMARKED FOR A SEPARATE SEGREGATED FUND AND PROMPTLY AND DIRECTLY TRANSFERS THEM TO THAT FUND AS SUCH, A DETAILED DESCRIPTION OF DIRECT AND INDIRECT POLITICAL CAMPAIGN ACTIVITIES IS NOT APPLICABLE |

efile GRAPHIC print - DO NOT PROCESS

As Filed Data -

DLN: 93493318129688

SCHEDULE D  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Supplemental Financial Statements

► 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](http://www.irs.gov/form990).

OMB No 1545-0047

2017

Open to Public Inspection

Name of the organization  
National Association of Realtors

Employer identification number  
36-1520690

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.

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

2a

2b

2c

2d

Held at the End of the Year

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

► \$

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat No 52283D

Schedule D (Form 990) 2017

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

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

- a** ☐ Public exhibition
- b** ☐ Scholarly research
- c** ☐ Preservation for future generations
- d** ☐ Loan or exchange programs
- e** ☐ Other

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

**5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

**Part IV Escrow and Custodial Arrangements.**

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

**1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

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

**c** Beginning balance

**d** Additions during the year

**e** Distributions during the year

**f** Ending balance

|           | Amount |
|-----------|--------|
| <b>1c</b> |        |
| <b>1d</b> |        |
| <b>1e</b> |        |
| <b>1f</b> |        |

**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 |
|-------------------------------------------------------------------|------------------|----------------|--------------------|----------------------|---------------------|
| <b>1a</b> Beginning of year balance . . . . .                     | 73,467,446       | 100,922,804    | 80,259,399         | 66,031,387           | 58,360,127          |
| <b>b</b> Contributions . . . . .                                  |                  | 1,959,359      | 20,663,405         | 14,228,012           | 7,671,260           |
| <b>c</b> Net investment earnings, gains, and losses               |                  |                |                    |                      |                     |
| <b>d</b> Grants or scholarships . . . . .                         |                  |                |                    |                      |                     |
| <b>e</b> Other expenditures for facilities and programs . . . . . |                  | 29,414,717     |                    |                      |                     |
| <b>f</b> Administrative expenses . . . . .                        |                  |                |                    |                      |                     |
| <b>g</b> End of year balance . . . . .                            | 73,467,446       | 73,467,446     | 100,922,804        | 80,259,399           | 66,031,387          |

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

**a** Board designated or quasi-endowment ▶ 100 %

**b** Permanent endowment ▶ 0 %

**c** Temporarily restricted endowment ▶ 0 %

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

**3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by

**(i)** unrelated organizations . . . . .

**(ii)** related organizations . . . . .

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

|               | Yes | No |
|---------------|-----|----|
| <b>3a(i)</b>  |     | No |
| <b>3a(ii)</b> |     | No |
| <b>3b</b>     |     |    |

**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 |
|----------------------------------------------------------------------------------------------------------------|--------------------------------------|---------------------------------|------------------------------|----------------|
| <b>1a</b> Land . . . . .                                                                                       |                                      | 19,212,875                      |                              | 19,212,875     |
| <b>b</b> Buildings . . . . .                                                                                   |                                      | 87,931,826                      | 54,135,626                   | 33,796,200     |
| <b>c</b> Leasehold improvements                                                                                |                                      |                                 |                              |                |
| <b>d</b> Equipment . . . . .                                                                                   |                                      | 50,383,890                      | 45,608,287                   | 4,775,603      |
| <b>e</b> Other . . . . .                                                                                       |                                      | 118,774                         |                              | 118,774        |
| <b>Total.</b> Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶ |                                      |                                 |                              | 57,903,452     |



Part VII

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

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

Part VIII

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

| (a) Description of investment                                       | (b) Book value | (c) Method of valuation<br>Cost or end-of-year market value |
|---------------------------------------------------------------------|----------------|-------------------------------------------------------------|
| (1) INVST - NARBAC                                                  | 60,303,826     | C                                                           |
| (2) INVST - REALTORS INFO NETWORK                                   | 12,374,799     | C                                                           |
| (3)                                                                 |                |                                                             |
| (4)                                                                 |                |                                                             |
| (5)                                                                 |                |                                                             |
| (6)                                                                 |                |                                                             |
| (7)                                                                 |                |                                                             |
| (8)                                                                 |                |                                                             |
| (9)                                                                 |                |                                                             |
| Total. (Column (b) must equal Form 990, Part X, col (B) line 13 ) ▶ | 72,678,625     |                                                             |

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                                            |                |  |
| Deferred Compensation                                               | 2,859,911      |  |
| (2)                                                                 |                |  |
| (3)                                                                 |                |  |
| (4)                                                                 |                |  |
| (5)                                                                 |                |  |
| (6)                                                                 |                |  |
| (7)                                                                 |                |  |
| (8)                                                                 |                |  |
| (9)                                                                 |                |  |
| Total. (Column (b) must equal Form 990, Part X, col (B) line 25 ) ▶ | 2,859,911      |  |

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

☒

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

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

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

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

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

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

**Part XIII Supplemental Information**

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

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

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

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

**Additional Data**

**Software ID:** 17005876  
**Software Version:** 2017v2.2  
**EIN:** 36-1520690  
**Name:** National Association of Realtors

**Supplemental Information**

| Return Reference                                               | Explanation                                                                                                                                                                                                                                                                                                    |
|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Schedule D, Part V, Line 4<br>Intended uses of endowment funds | The amounts in the quasi-endowment are unrestricted net assets designated for special purposes and activities as authorized by the Board of Directors. As of December 31, 2017, this amount includes monies for budgeted core reserves, REALTOR Party carryover funds and consumer advertising campaign funds. |

## Supplemental Information

| Return Reference                                     | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Schedule D, Part X, Line 2 FIN 48 (ASC 740) footnote | <p>The Association and its consolidated and combined entities follow guidance issued by the FASB with respect to accounting for uncertainty in income taxes. A tax position is recognized as a benefit only if it is "more likely than not" that the tax position would be sustained in a tax examination, with a tax examination being presumed to occur. The amount recognized is the largest amount of tax benefit that is greater than 50% likely of being realized on examination. For tax positions not meeting the "more likely than not" test, no tax benefit is recorded. The Association recognizes interest and penalties related to unrecognized tax benefits in interest and income tax expense, respectively. The Association has no amounts accrued for interest or penalties as of December 31, 2017 and 2016.</p> |

**SCHEDULE F  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Statement of Activities Outside the United States**

► Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.

► Attach to Form 990.

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

OMB No 1545-0047

**2017**

**Open to Public  
Inspection**

Name of the organization  
National Association of Realtors

**Employer identification number**

36-1520690

**Part I** **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

**1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☐ Yes ☐ No

**2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States

**3** Activities per Region (The following Part I, line 3 table can be duplicated if additional space is needed )

| (a) Region                                        | (b) Number of offices in the region | (c) Number of employees, agents, and independent contractors in region | (d) Activities conducted in region (by type) (e g , fundraising, program services, investments, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region | (f) Total expenditures for and investments in region |
|---------------------------------------------------|-------------------------------------|------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|------------------------------------------------------|
| ( 1 ) See Add'l Data                              |                                     |                                                                        |                                                                                                                                             |                                                                                                    |                                                      |
| ( 2 )                                             |                                     |                                                                        |                                                                                                                                             |                                                                                                    |                                                      |
| ( 3 )                                             |                                     |                                                                        |                                                                                                                                             |                                                                                                    |                                                      |
| ( 4 )                                             |                                     |                                                                        |                                                                                                                                             |                                                                                                    |                                                      |
| ( 5 )                                             |                                     |                                                                        |                                                                                                                                             |                                                                                                    |                                                      |
| <b>3a</b> Sub-total                               | 0                                   | 0                                                                      |                                                                                                                                             |                                                                                                    | 3,012,687                                            |
| <b>b</b> Total from continuation sheets to Part I |                                     |                                                                        |                                                                                                                                             |                                                                                                    | 0                                                    |
| <b>c Totals</b> (add lines 3a and 3b)             | 0                                   | 0                                                                      |                                                                                                                                             |                                                                                                    | 3,012,687                                            |

**Part II** **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

| <b>1</b>     | <b>(a)</b> Name of organization | <b>(b)</b> IRS code section and EIN (if applicable) | <b>(c)</b> Region | <b>(d)</b> Purpose of grant | <b>(e)</b> Amount of cash grant | <b>(f)</b> Manner of cash disbursement | <b>(g)</b> Amount of non-cash assistance | <b>(h)</b> Description of non-cash assistance | <b>(i)</b> Method of valuation (book, FMV, appraisal, other) |
|--------------|---------------------------------|-----------------------------------------------------|-------------------|-----------------------------|---------------------------------|----------------------------------------|------------------------------------------|-----------------------------------------------|--------------------------------------------------------------|
| <b>( 1 )</b> |                                 |                                                     |                   |                             |                                 |                                        |                                          |                                               |                                                              |
| <b>( 2 )</b> |                                 |                                                     |                   |                             |                                 |                                        |                                          |                                               |                                                              |
| <b>( 3 )</b> |                                 |                                                     |                   |                             |                                 |                                        |                                          |                                               |                                                              |
| <b>( 4 )</b> |                                 |                                                     |                   |                             |                                 |                                        |                                          |                                               |                                                              |

- 2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . . ► \_\_\_\_\_
- 3 Enter total number of other organizations or entities . . . . . ► \_\_\_\_\_

**Part III** **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

| (a) Type of grant or assistance | (b) Region | (c) Number of recipients | (d) Amount of cash grant | (e) Manner of cash disbursement | (f) Amount of non-cash assistance | (g) Description of non-cash assistance | (h) Method of valuation (book, FMV, appraisal, other) |
|---------------------------------|------------|--------------------------|--------------------------|---------------------------------|-----------------------------------|----------------------------------------|-------------------------------------------------------|
| ( 1 )                           |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 2 )                           |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 3 )                           |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 4 )                           |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 5 )                           |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 6 )                           |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 7 )                           |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 8 )                           |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 9 )                           |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 10 )                          |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 11 )                          |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 12 )                          |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 13 )                          |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 14 )                          |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 15 )                          |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 16 )                          |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 17 )                          |            |                          |                          |                                 |                                   |                                        |                                                       |
| ( 18 )                          |            |                          |                          |                                 |                                   |                                        |                                                       |



**Part IV Foreign Forms**

- 1 Was the organization a U S transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U S Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* ☒ Yes ☐ No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U S Owner (see Instructions for Forms 3520 and 3520-A, do not file with Form 990)* ☐ Yes ☒ No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U S Persons with Respect to Certain Foreign Corporations (see Instructions for Form 5471)* ☒ Yes ☐ No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* ☐ Yes ☒ No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U S Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* ☒ Yes ☐ No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713, do not file with Form 990)* ☐ Yes ☒ No

**Part V**   **Supplemental Information**

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

| ReturnReference | Explanation |
|-----------------|-------------|
|                 |             |
|                 |             |
|                 |             |
|                 |             |
|                 |             |
|                 |             |
|                 |             |
|                 |             |
|                 |             |
|                 |             |
|                 |             |

## Additional Data

**Software ID:** 17005876

**Software Version:** 2017v2.2

**EIN:** 36-1520690

**Name:** National Association of Realtors

### Form 990 Schedule F Part I - Activities Outside The United States

| (a) Region                           | (b) Number of offices in the region | (c) Number of employees or agents in region | (d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region | (f) Total expenditures for region |
|--------------------------------------|-------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------|
| Central America and the Caribbean    | 0                                   | 0                                           | Investments                                                                                                                    | PASSIVE INVESTMENTS                                                                                | 1,546,381                         |
| North America (Canada & Mexico only) | 0                                   | 0                                           | Investments                                                                                                                    | PASSIVE INVESTMENTS                                                                                | 680,341                           |

**Form 990 Schedule F Part I - Activities Outside The United States**

| (a) Region                               | (b) Number of offices in the region | (c) Number of employees or agents in region | (d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region | (f) Total expenditures for region |
|------------------------------------------|-------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------|
| Europe (Including Iceland and Greenland) | 0                                   | 0                                           | Program Services                                                                                                               | NAR REPRESENTATION AT AND PARTICIPATION IN MIPIIM INTERNATIONAL COMMERCIAL REAL ESTATE EXPO        | 231,207                           |
| East Asia and the Pacific                | 0                                   | 0                                           | Program Services                                                                                                               | NAR PARTICIPATION IN TRADE MISSION TO JAPAN                                                        | 145,058                           |

**Form 990 Schedule F Part I - Activities Outside The United States**

| (a) Region                               | (b) Number of offices in the region | (c) Number of employees or agents in region | (d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region            | (f) Total expenditures for region |
|------------------------------------------|-------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|-----------------------------------|
| Sub-Saharan Africa                       | 0                                   | 0                                           | Program Services                                                                                                               | NAR REPRESENTATION AND PARTICIPATION IN TRADE MISSION TO MEET NAR PARTNERS IN SOUTH AFRICA, REOBASA AND IEASA | 22,232                            |
| Europe (Including Iceland and Greenland) | 0                                   | 0                                           | Program Services                                                                                                               | NAR PARTICIPATION IN LARGE COMMERCIAL AND REAL ESTATE MEETING                                                 | 21,928                            |

**Form 990 Schedule F Part I - Activities Outside The United States**

| (a) Region                               | (b) Number of offices in the region | (c) Number of employees or agents in region | (d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region | (f) Total expenditures for region |
|------------------------------------------|-------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------|
| East Asia and the Pacific                | 0                                   | 0                                           | Program Services                                                                                                               | NAR PARTICIPATION IN INTERNATIONAL REALTOR CONFERENCE                                              | 171,805                           |
| Europe (Including Iceland and Greenland) | 0                                   | 0                                           | Program Services                                                                                                               | NAR PARTICIPATION IN ANNUAL GATHERING OF FRENCH AND OTHER GLOBAL REAL ESTATE PROFESSIONALS         | 25,186                            |

**Form 990 Schedule F Part I - Activities Outside The United States**

| (a) Region                               | (b) Number of offices in the region | (c) Number of employees or agents in region | (d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region | (f) Total expenditures for region |
|------------------------------------------|-------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------|
| Europe (Including Iceland and Greenland) | 0                                   | 0                                           | Program Services                                                                                                               | NAR REPRESENTATION AND PARTICIPATION IN FIABCI WORLD CONGRESS                                      | 31,196                            |
| South America                            | 0                                   | 0                                           | Program Services                                                                                                               | NAR REPRESENTATION AT COFECI                                                                       | 36,273                            |

**Form 990 Schedule F Part I - Activities Outside The United States**

| (a) Region                           | (b) Number of offices in the region | (c) Number of employees or agents in region | (d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region | (f) Total expenditures for region |
|--------------------------------------|-------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------|
| East Asia and the Pacific            | 0                                   | 0                                           | Program Services                                                                                                               | Australian Trade Mission                                                                           | 28,761                            |
| North America (Canada & Mexico only) |                                     |                                             | Program Services                                                                                                               | GATHERING OF CANADIAN REALTORS AND EXECUTIVES                                                      | 11,525                            |



**Form 990 Schedule F Part I - Activities Outside The United States**

| (a) Region                               | (b) Number of offices in the region | (c) Number of employees or agents in region | (d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region | (f) Total expenditures for region |
|------------------------------------------|-------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------|
| Europe (Including Iceland and Greenland) | 0                                   | 0                                           | Program Services                                                                                                               | MEETING WITH OFFICIALS AND CONFERENCES IN YUGOSLAVIA, DENMARK AND AUSTRIA                          | 13,883                            |
| Central America and the Caribbean        | 0                                   | 0                                           | Program Services                                                                                                               | REAL ESTATE CONVENTIONS AND CONFERENCES IN ARGENTINA, BRAZIL, PANAMA AND JAMAICA                   | 20,737                            |

**Form 990 Schedule F Part I - Activities Outside The United States**

| (a) Region                           | (b) Number of offices in the region | (c) Number of employees or agents in region | (d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region | (f) Total expenditures for region |
|--------------------------------------|-------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------|
| North America (Canada & Mexico only) | 0                                   | 0                                           | Program Services                                                                                                               | ANNUAL GATHERING OF REAL ESTATE PROFESSIONALS AND CONFERENCES IN MEXICO                            | 8,158                             |
| East Asia and the Pacific            | 0                                   | 0                                           | Program Services                                                                                                               | REALTOR MEETING AND CONVENTIONS IN KOREA, INDIA AND AUSTRALIA                                      | 18,016                            |

Schedule I  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Name of the organization  
National Association of Realtors

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

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

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

OMB No 1545-0047

2017

Open to Public Inspection

Employer identification number  
36-1520690

Part I

General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . . 

☒ Yes ☐ No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II

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

| (a) Name and address of organization or government | (b) EIN | (c) IRC section (if applicable) | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of noncash assistance | (h) Purpose of grant or assistance |
|----------------------------------------------------|---------|---------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|---------------------------------------|------------------------------------|
| (1) See Additional Data                            |         |                                 |                          |                                   |                                                       |                                       |                                    |
| (2)                                                |         |                                 |                          |                                   |                                                       |                                       |                                    |
| (3)                                                |         |                                 |                          |                                   |                                                       |                                       |                                    |
| (4)                                                |         |                                 |                          |                                   |                                                       |                                       |                                    |
| (5)                                                |         |                                 |                          |                                   |                                                       |                                       |                                    |
| (6)                                                |         |                                 |                          |                                   |                                                       |                                       |                                    |
| (7)                                                |         |                                 |                          |                                   |                                                       |                                       |                                    |
| (8)                                                |         |                                 |                          |                                   |                                                       |                                       |                                    |
| (9)                                                |         |                                 |                          |                                   |                                                       |                                       |                                    |
| (10)                                               |         |                                 |                          |                                   |                                                       |                                       |                                    |
| (11)                                               |         |                                 |                          |                                   |                                                       |                                       |                                    |
| (12)                                               |         |                                 |                          |                                   |                                                       |                                       |                                    |

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . . 5

3 Enter total number of other organizations listed in the line 1 table . . . . . 0

**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)                             |                          |                          |                                  |                                                       |                                       |
| (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                                                                                                                                                                                                        |
|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Schedule I, Part I, Line 2<br>Procedures for monitoring use of grant funds | Grants are made to organizations to support their various exempt activities. Any funds donated for specific projects are monitored on an as needed basis to ensure that funds are used for their intended purpose. |

Additional Data

Software ID: 17005876  
Software Version: 2017v2.2  
EIN: 36-1520690  
Name: National Association of Realtors

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

| (a) Name and address of organization or government                                                | (b) EIN    | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|---------------------------------------------------------------------------------------------------|------------|-------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|------------------------------------|
| NATIONAL COMMUNITY REINVESTMENT COALITION<br>740 15TH STREET<br>SUITE 400<br>WASHINGTON, DC 20005 | 52-1766126 | 501(C) 3                      | 5,000                    |                                   | N/A                                                   | N/A                                    | HOUSING SUPPORT                    |
| HABITAT FOR HUMANITY<br>10222 MISSION RD<br>SAN DIEGO, CA 92108                                   | 33-0259190 | 501(C) 3                      | 25,000                   |                                   | N/A                                                   | N/A                                    | HOUSING ASSISTANCE                 |

| Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments. |            |                               |                          |                                   |                                                       |                                        |                                    |
|----------------------------------------------------------------------------------------------------------------|------------|-------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|------------------------------------|
| (a) Name and address of organization or government                                                             | (b) EIN    | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
| REALTOR UNIVERSITY<br>430 N MICHIGAN AVE<br>CHICAGO, IL 60611                                                  | 45-2102449 | 501(C) 3                      | 100,000                  |                                   | N/A                                                   | N/A                                    | EDUCATIONAL SUPPORT                |
| REALTORS RELIEF FOUNDATION<br>430 N MICHIGAN AVE<br>CHICAGO, IL 60611                                          | 36-4468109 | 501(C) 3                      | 600,000                  |                                   | N/A                                                   | N/A                                    | HOUSING ASSISTANCE                 |

| Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments. |            |                               |                          |                                   |                                                       |                                        |                                    |
|----------------------------------------------------------------------------------------------------------------|------------|-------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------|----------------------------------------|------------------------------------|
| (a) Name and address of organization or government                                                             | (b) EIN    | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
| INTERNATIONAL REAL PROPERTY FOUNDATION<br>430 N MICHIGAN AVE<br>CHICAGO, IL 60611                              | 36-3818522 | 501(C) 3                      | 250,000                  |                                   | N/A                                                   | N/A                                    | HOUSING SUPPORT                    |

**Schedule J**  
(Form 990)

**Compensation Information**

OMB No 1545-0047

**2017**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

**For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**  
**▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**  
**▶ Attach to Form 990.**  
**▶ Information about Schedule J (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).**

Name of the organization  
National Association of Realtors

Employer identification number

36-1520690

**Part I Questions Regarding Compensation**

**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

- |                                                                               |                                                                                     |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> First-class or charter travel             | <input type="checkbox"/> Housing allowance or residence for personal use            |
| <input checked="" type="checkbox"/> Travel for companions                     | <input type="checkbox"/> Payments for business use of personal residence            |
| <input checked="" type="checkbox"/> Tax indemnification and gross-up payments | <input checked="" type="checkbox"/> Health or social club dues or initiation fees   |
| <input type="checkbox"/> Discretionary spending account                       | <input checked="" type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

**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

**1b** Yes

**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?

**2** Yes

**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

- |                                                                         |                                                                                     |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Compensation committee              | <input type="checkbox"/> Written employment contract                                |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study                    |
| <input type="checkbox"/> Form 990 of other organizations                | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

**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

**a** Receive a severance payment or change-of-control payment?

**4a** No

**b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?

**4b** No

**c** Participate in, or receive payment from, an equity-based compensation arrangement?

**4c** No

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III

**Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.**

**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

**a** The organization?

**5a**

**b** Any related organization?

**5b**

If "Yes," on line 5a or 5b, describe in Part III

**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

**a** The organization?

**6a**

**b** Any related organization?

**6b**

If "Yes," on line 6a or 6b, describe in Part III

**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

**7**

**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

**8**

**9** If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

**9**



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.

See Additional Data Table**Schedule J (Form 990) 2017**

**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 J, Part I, Line 1a First-class or charter travel                 | Interested persons listed on Part VII, Section A, Line 1a have received or have the option to receive the benefits identified on Schedule J, Part I, Line 1a. These benefits include companion travel and tax indemnification and gross up payments. For some, benefits also include first-class air travel, as well as payments for health and social club dues. As a national association serving more than 1,000,000 members, NAR requires extensive travel for individuals holding the responsibility of an Officer of the Board of Directors or a Senior Vice President (SVP). This travel requirement ranges from 2 to 6 trips a month and, in some cases, in excess of 200 days a year per Officer or SVP. NAR reviews all benefits provided to interested persons, and where appropriate, additional taxable compensation is imputed. |
| Schedule J, Part I, Line 1a Travel for companions                         | OFFICERS WERE REIMBURSED FOR MINOR PERSONAL EXPENSES WHILE TRAVELING FOR BUSINESS PURPOSES. THE REIMBURSEMENTS WERE TREATED AS TAXABLE COMPENSATION.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Schedule J, Part I, Line 1a Tax indemnification and gross-up payments     | See narrative above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Schedule J, Part I, Line 1a Health or social club dues or initiation fees | See narrative above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Schedule J, Part I, Line 1a Personal services                             | During 2017, NAR paid for tax services related to the preparation of the CEO's personal income tax return. NAR also paid for tax or legal services for certain Senior Vice Presidents of the organization. The related benefits were treated as taxable compensation to the recipients. Additionally during 2017, NAR reimbursed the President for housing related costs while traveling for company business.                                                                                                                                                                                                                                                                                                                                                                                                                                |

Additional Data

Software ID: 17005876  
Software Version: 2017v2.2  
EIN: 36-1520690  
Name: National Association of Realtors

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

| (A) Name and Title                                       |      | (B) Breakdown of W-2 and/or 1099-MISC compensation |                                     |                                     | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation in column (B) reported as deferred on prior Form 990 |
|----------------------------------------------------------|------|----------------------------------------------------|-------------------------------------|-------------------------------------|------------------------------------------------|-------------------------|---------------------------------|-----------------------------------------------------------------------|
|                                                          |      | (i) Base Compensation                              | (ii) Bonus & incentive compensation | (iii) Other reportable compensation |                                                |                         |                                 |                                                                       |
| 1BILL E BROWN<br>NAR President                           | (i)  | 0                                                  | 0                                   | 232,918                             | 0                                              | 0                       | 232,918                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 1ELIZABETH JANE MENDENHALL<br>President - Elect          | (i)  | 0                                                  | 0                                   | 221,606                             | 0                                              | 0                       | 221,606                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 2THOMAS A RILEY<br>NAR Treasurer                         | (i)  | 0                                                  | 0                                   | 205,155                             | 0                                              | 0                       | 205,155                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 3THOMAS F SALOMONE<br>Immediate Past President           | (i)  | 0                                                  | 0                                   | 150,072                             | 0                                              | 0                       | 150,072                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 4BOB GOLDBERG<br>CEO                                     | (i)  | 947,540                                            | 213,028                             | 5,544                               | 27,000                                         | 12,261                  | 1,205,373                       | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 5DALE STINTON<br>CEO (RETIRED)                           | (i)  | 1,854,138                                          | 591                                 | 6,690                               | 27,000                                         | 12,261                  | 1,900,680                       | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 6DOUG HINDERER<br>FORMER KE - SENIOR VP, HUMAN RESOURCES | (i)  | 179,610                                            | 0                                   | 0                                   | 12,573                                         | 12,261                  | 204,444                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 7JOHN PIERPOINT<br>SVP, FINANCE AND COMPTROLLER          | (i)  | 356,291                                            | 117,991                             | 3,612                               | 27,000                                         | 12,261                  | 517,155                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 8DONNA GLAND<br>SVP, HUMAN RESOURCES                     | (i)  | 248,615                                            | 89,121                              | 3,612                               | 23,894                                         | 12,261                  | 377,503                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 9KATIE JOHNSON<br>SVP, GENERAL COUNSEL                   | (i)  | 379,264                                            | 157,991                             | 2,709                               | 27,000                                         | 12,261                  | 579,225                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 10MATTHEW LOMBARDI<br>SVP, MARKETING & BUS DEVELOPMENT   | (i)  | 263,265                                            | 78,258                              | 2,835                               | 12,261                                         | 24,105                  | 380,724                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 11WALT WITEK<br>SVP, COMMUNITY & POLITICAL AFFAIRS       | (i)  | 448,117                                            | 132,998                             | 5,544                               | 27,000                                         | 12,261                  | 625,920                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 12JANET BRANTON<br>SVP, GLOBAL SERVICES                  | (i)  | 365,278                                            | 107,991                             | 5,544                               | 27,000                                         | 12,261                  | 518,074                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 13JERRY GIOVANIELLO<br>SVP, GOVERNMENT AFFAIRS           | (i)  | 504,212                                            | 177,998                             | 7,144                               | 27,000                                         | 12,261                  | 728,615                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 14MARK LESSWING<br>SVP, CHIEF TECH OFFICER               | (i)  | 420,494                                            | 102,991                             | 3,612                               | 27,000                                         | 12,261                  | 566,358                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 15STEPHANIE SINGER<br>SVP, COMMUNICATIONS                | (i)  | 282,621                                            | 58,028                              | 3,003                               | 24,056                                         | 12,261                  | 379,969                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |
| 16LAWRENCE YUN<br>SVP, CHIEF ECONOMIST                   | (i)  | 432,280                                            | 127,998                             | 3,003                               | 27,000                                         | 12,261                  | 602,542                         | 0                                                                     |
|                                                          | (ii) | 0                                                  | 0                                   | 0                                   | 0                                              | 0                       | 0                               | 0                                                                     |

Schedule L  
(Form 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

Transactions with Interested Persons

► Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.  
► Attach to Form 990 or Form 990-EZ.  
► Information about Schedule L (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

2017

Open to Public Inspection

Name of the organization  
National Association of Realtors

Employer identification number  
36-1520690

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and 501(c)(29) organizations only)  
Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

| 1 | (a) Name of disqualified person | (b) Relationship between disqualified person and organization | (c) Description of transaction | (d) Corrected? |    |
|---|---------------------------------|---------------------------------------------------------------|--------------------------------|----------------|----|
|   |                                 |                                                               |                                | Yes            | No |
|   |                                 |                                                               |                                |                |    |
|   |                                 |                                                               |                                |                |    |
|   |                                 |                                                               |                                |                |    |
|   |                                 |                                                               |                                |                |    |
|   |                                 |                                                               |                                |                |    |
|   |                                 |                                                               |                                |                |    |

2 Enter the amount of tax incurred by organization managers or disqualified persons during the year under section 4958 . . . . . ► \$

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization . . . . . ► \$

Part II Loans to and/or From Interested Persons.  
Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26, or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

| (a) Name of interested person | (b) Relationship with organization | (c) Purpose of loan | (d) Loan to or from the organization? |      | (e) Original principal amount | (f) Balance due | (g) In default? |    | (h) Approved by board or committee? |    | (i) Written agreement? |    |
|-------------------------------|------------------------------------|---------------------|---------------------------------------|------|-------------------------------|-----------------|-----------------|----|-------------------------------------|----|------------------------|----|
|                               |                                    |                     | To                                    | From |                               |                 | Yes             | No | Yes                                 | No | Yes                    | No |
|                               |                                    |                     |                                       |      |                               |                 |                 |    |                                     |    |                        |    |
|                               |                                    |                     |                                       |      |                               |                 |                 |    |                                     |    |                        |    |
|                               |                                    |                     |                                       |      |                               |                 |                 |    |                                     |    |                        |    |
|                               |                                    |                     |                                       |      |                               |                 |                 |    |                                     |    |                        |    |
|                               |                                    |                     |                                       |      |                               |                 |                 |    |                                     |    |                        |    |
|                               |                                    |                     |                                       |      |                               |                 |                 |    |                                     |    |                        |    |
| Total                         |                                    |                     |                                       |      |                               | ► \$            |                 |    |                                     |    |                        |    |

Part III Grants or Assistance Benefiting Interested Persons.  
Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

| (a) Name of interested person | (b) Relationship between interested person and the organization | (c) Amount of assistance | (d) Type of assistance | (e) Purpose of assistance |
|-------------------------------|-----------------------------------------------------------------|--------------------------|------------------------|---------------------------|
|                               |                                                                 |                          |                        |                           |
|                               |                                                                 |                          |                        |                           |
|                               |                                                                 |                          |                        |                           |
|                               |                                                                 |                          |                        |                           |
|                               |                                                                 |                          |                        |                           |

**Part IV Business Transactions Involving Interested Persons.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

| (a) Name of interested person | (b) Relationship between interested person and the organization | (c) Amount of transaction | (d) Description of transaction | (e) Sharing of organization's revenues? |    |
|-------------------------------|-----------------------------------------------------------------|---------------------------|--------------------------------|-----------------------------------------|----|
|                               |                                                                 |                           |                                | Yes                                     | No |
| (1) GREG STINTON              | FAMILY MEMBER - D STINTON                                       | 117,394                   | NAR EMPLOYEE                   |                                         | No |
| (2) ASHLEY STINTON            | FAMILY MEMBER - D STINTON                                       | 138,597                   | NAR EMPLOYEE                   |                                         | No |
|                               |                                                                 |                           |                                |                                         |    |
|                               |                                                                 |                           |                                |                                         |    |
|                               |                                                                 |                           |                                |                                         |    |
|                               |                                                                 |                           |                                |                                         |    |

**Part V Supplemental Information**

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

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

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

Department of the Treasury  
Internal Revenue Service

Name of the organization  
National Association of Realtors

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

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No 1545-0047

**2017**

**Open to Public  
Inspection**

**Employer identification number**

36-1520690

**990 Schedule O, Supplemental Information**

| Return Reference                                                      | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Form 990, Part VI, Line 15b<br>PROCESS USED TO DETERMINE COMPENSATION | NAR USES AN OUTSIDE COMPENSATION CONSULTANT TO HELP DETERMINE THE COMPENSATION PACKAGES FOR THE ORGANIZATION'S OTHER OFFICERS AND KEY EMPLOYEES. ONCE NAR'S INDEPENDENT COMPENSATION CONSULTANT DETERMINES THE FINAL COMPENSATION PACKAGES FOR THE ORGANIZATION'S OTHER OFFICERS AND KEY EMPLOYEES, THEY ARE REVIEWED AND APPROVED BY THE CEO. IN SUBSEQUENT YEARS, THE ORGANIZATION WILL USE AN INDEPENDENT CONSULTANT ON AN AS NEEDED BASIS. THIS PROCESS WAS LAST UNDERTAKEN IN THE FOURTH QUARTER OF 2015 FOR THE 2016 COMPENSATION PACKAGES FOR THE POSITIONS OF *VP FINANCE & COMPTROLLER, *SVP COMMUNITY AND POLITICAL AFFAIRS, *SVP & GENERAL COUNSEL, *SVP HUMAN RESOURCES & OFFICE SERVICES, *SVP MARKETING & BUSINESS DEVELOPMENT |

**990 Schedule O, Supplemental Information**

| Return Reference                                  | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|---------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Form 990, Part VI, Line 6 Members or Stockholders | <p>Per the instructions to the Form 990, a member, as referred to in Part VI, Line 6, is defined as any person who has the right to</p> <ol style="list-style-type: none"><li>1 Elect the members of the governing body (but not if the members of the governing body are the organization's only members) or their delegates,</li><li>2 Approve or deny significant decisions of the governing body, or</li><li>3 Receive a share of the organization's profits or excess dues or a share of the organization's net assets upon the organization's dissolution</li></ol> <p>NAR's members do not possess the kinds of rights outlined above. As such, the organization has checked "no" to the respective questions in the Form 990, Part VI, Lines 6 through 7b</p> |

# 990 Schedule O, Supplemental Information

| Return Reference                                            | Explanation                                                                                                                                                                                                                                                                                     |
|-------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Form 990, Part VI, Line 14 Retention and destruction policy | Currently, many divisions and departments of NAR have procedures in place for document retention and destruction. Furthermore, the Legal, Finance and Human Resources divisions all have specific procedures and policies in place to ensure the proper retention and destruction of documents. |



**990 Schedule O, Supplemental Information**

| Return<br>Reference                                                               | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Form 990,<br>Part VI, Line<br>1a Delegate<br>broad<br>authority to a<br>committee | <p>The organization's board delegates authority to act on behalf of the governing body to the executive committee. The executive committee shall consist of the President, the President-Elect, the First Vice President, the Treasurer, the Regional Vice Presidents, the immediate Past President, the Past President twice-removed, the Vice President and Liaison to Committees, the Vice President and Liaison to Government Affairs, four other Past Presidents, twelve members who have not served as President, two members from the Real Estate Services Advisory Board, one Member Board Executive Officer, and one appointee of each of the Institutes, Societies and Councils of the National Association. The Political Fundraising Chairman and the Member Mobilization Chairman shall also serve as non-voting members of the Executive Committee. The President shall appoint, each year, two Past Presidents to serve two year terms, to succeed those whose terms expire. At the meeting of the Board of Directors during the National Convention, the President-elect shall submit to the Board of Directors six nominees, at least four of whom are Directors, one of whom may be a member who has previously served as a Director, and one of whom may be a member who has not previously served as a Director, to serve as members of the Executive Committee. The Board of Directors shall elect members of the Executive Committee from such nominations. The Executive Committee shall conduct the affairs of the National Association in accordance with the policies and instruction of the Board of Directors. The Executive Committee shall meet on the call of the President, the Board of Directors or any eleven of its members. The President shall act as Chairman of the Executive Committee. Seventeen members shall constitute a quorum. A Member who has served as a member of the Executive Committee for terms aggregating twenty (20) years shall be a member of the Executive Committee for life unless sooner terminated by resignation from the Committee or the National Association.</p> |

## 990 Schedule O, Supplemental Information

| Return Reference                                                                      | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Form 990, Part VI, Line 2<br>Family/business relationships amongst interested persons | MAURICE VEISSI AND MADELINE VEISSI - Family relationship, ROBERT GOLDBERG AND MARTIN EDWARDS - Business relationship, ELIZABETH MENDENHALL AND RICHARD MENDENHALL - Family relationship, STEPHEN CASPER AND MEG CASPER - Family relationship, LESLIE ROUDA-SMITH AND KRISTIN SMITH - Family relationship, GAIL HARTNETT AND KERRI HARTNETT - Family relationship, BRIAN SEARS AND KEVIN SEARS - Family relationship, BILL BROWN AND KEVIN BROWN - Family relationship, IONA HARRISON AND JOHN HARRISON - Family relationship |

## 990 Schedule O, Supplemental Information

| Return Reference                                                 | Explanation                                                                                                                                                                                                                                                                                                                                        |
|------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Form 990, Part VI, Line 11b Review of form 990 by governing body | The National Association of Realtors' Form 990 review process included 1) A detailed review by the CEO, Treasurer and Comptroller of the organization, 2) A review by the organization's finance committee, including a presentation by the paid tax preparer, and 3) A Finance Committee report to the Executive Committee and Board of Directors |

## 990 Schedule O, Supplemental Information

| Return Reference                                        | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Form 990, Part VI, Line 12c Conflict of interest policy | <p>On an annual basis, the executive committee of the board of directors, officers, and key employees of NATIONAL ASSOCIATION OF REALTORS (NAR) receive a copy of the conflict of interest policy. This policy requires them to disclose annually interests that could give rise to potential or actual conflicts. Any potential or actual conflicts of interest are reviewed and evaluated by the NAR legal department, followed up on by the Association's General Counsel, and shared with NAR's Leadership. NAR's leadership determines the appropriate steps necessary to alleviate, monitor, and deal with conflicts, such as restricting the actions of persons with a conflict by prohibiting them from participating in the governing body's deliberations and decisions for a particular transaction.</p> |

**990 Schedule O, Supplemental Information**

| Return<br>Reference                                                                                           | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Form 990,<br>Part VI, Line<br>15a Process<br>to establish<br>compensation<br>of top<br>management<br>official | <p>NAR relies on the Leadership Team, including the current and incoming Presidents as well as the Treasurer, to determine, review, and approve the compensation of the CEO. The team consists of the following NAR board members: President and Treasurer. Additionally, the compensation team is supported by NAR's Senior Vice President of Human Resources. Comparability data is used by the compensation team to help determine compensation. On an annual basis, the CEO has a performance evaluation which is used in part to determine any changes in pay (e.g., bonuses and merit increases). The deliberations and decision making with respect to the CEO's compensation are documented on a timely basis by the compensation team. The process for determining the compensation of the organization's CEO was last undertaken in October of October, 2016 for the 2017 calendar year compensation. Any potential or actual conflicts of interest are reviewed and evaluated by the NAR legal department, followed up on by the Association's General Counsel, and shared with NAR's Leadership. NAR's leadership determines the appropriate steps necessary to alleviate, monitor, and deal with conflicts, such as restricting the actions of persons with a conflict by prohibiting them from participating in the governing body's deliberations and decisions for a particular transaction.</p> |

# 990 Schedule O, Supplemental Information

| Return<br>Reference                                                                  | Explanation                                                                                                                                                             |
|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Form 990,<br>Part VI, Line<br>19 Required<br>documents<br>available to<br>the public | The Governing documents are not disclosed to the public, the Conflict of interest policy is available upon request, and the financial statements are provided as deemed |

**990 Schedule O, Supplemental Information**

| Return<br>Reference                                                       | Explanation                                                                                                                                                                         |
|---------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Form 990,<br>Part VIII, Line<br>2f Other<br>Program<br>Service<br>Revenue | EDUCATION COURSES - Total Revenue 4727621, Related or Exempt Function Revenue 4727621, U<br>nrelated Business Revenue , Revenue Excluded from Tax Under Sections 512, 513, or 514 , |

**990 Schedule O, Supplemental Information**

| Return<br>Reference                                                   | Explanation                                                                                                                                                                  |
|-----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Form 990,<br>Part VIII, Line<br>11d Other<br>Miscellaneous<br>Revenue | LIST RENTAL - Total Revenue 688457, Related or Exempt Function Revenue 654440, Unrelated Business Revenue 34017, Revenue Excluded from Tax Under Sections 512, 513, or 514 , |



**990 Schedule O, Supplemental Information**

| Return<br>Reference                             | Explanation                                                                                                             |
|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| Form 990,<br>Part IX, Line<br>11g Other<br>Fees | Consulting - Total Expense 46896364, Program Service Expense , Management and General Expenses , Fundraising Expenses , |

**990 Schedule O, Supplemental Information**

| Return<br>Reference                                                                      | Explanation                                                                                   |
|------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| Form 990,<br>Part XI, Line<br>9 Other<br>changes in<br>net assets or<br>fund<br>balances | Loss from Investments in Subsidiaries - -2477932, Change in Retirement Obligation - -5561000, |

efile GRAPHIC print - DO NOT PROCESS

As Filed Data -

DLN: 93493318129688

SCHEDULE R  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.  
▶ Attach to Form 990.  
▶ Information about Schedule R (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

2017

Open to Public Inspection

Name of the organization  
National Association of Realtors

Employer identification number  
36-1520690

Part I

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

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

Part II

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

| (a)<br>Name, address, and EIN of related organization                                                    | (b)<br>Primary activity  | (c)<br>Legal domicile (state or foreign country) | (d)<br>Exempt Code section | (e)<br>Public charity status (if section 501(c)(3)) | (f)<br>Direct controlling entity | (g)<br>Section 512(b)(13) controlled entity? |    |
|----------------------------------------------------------------------------------------------------------|--------------------------|--------------------------------------------------|----------------------------|-----------------------------------------------------|----------------------------------|----------------------------------------------|----|
|                                                                                                          |                          |                                                  |                            |                                                     |                                  | Yes                                          | No |
| (1)REALTORS RELIEF FOUNDATION<br>430 N MICHIGAN AVE<br><br>CHICAGO, IL 60611<br>36-4468109               | DISASTER RELIEF          | IL                                               | 501(c)(3)                  | 7                                                   | NAR                              | Yes                                          |    |
| (2)LEONARD P REAUME MEMORIAL FOUNDATION<br>430 N MICHIGAN AVE<br><br>CHICAGO, IL 60611<br>36-3495865     | EDUCATION                | IL                                               | 501(c)(3)                  | PF                                                  | NAR                              | Yes                                          |    |
| (3)CENTER FOR SPECIALIZED REALTOR EDUCATION<br>430 N MICHIGAN AVE<br><br>CHICAGO, IL 60611<br>36-4173556 | MEMBER SERVICES          | IL                                               | 501(c)(6)                  |                                                     | NAR                              | Yes                                          |    |
| (4)REALTORS POLITICAL ACTION COMMITTEE<br>430 N MICHIGAN AVE<br><br>CHICAGO, IL 60611<br>36-2795122      | POLITICAL ACTIVITY       | IL                                               | 527                        |                                                     | NAR                              | Yes                                          |    |
| (5)NAR FUND<br>430 N MICHIGAN AVE<br><br>CHICAGO, IL 60611<br>26-1725187                                 | NON-FED ELECTION SUPPORT | IL                                               | 527                        |                                                     | NAR                              | Yes                                          |    |
| (6)NAR CONGRESSIONAL FUND<br>430 N MICHIGAN AVE<br><br>CHICAGO, IL 60611<br>27-3388377                   | POLITICAL ACTIVITY       | IL                                               | 527                        |                                                     | NAR                              | Yes                                          |    |
| (7)REALTOR UNIVERSITY<br>430 N MICHIGAN<br><br>CHICAGO, IL 60611<br>45-2102449                           | EDUCATION                | IL                                               | 501(c)(3)                  | 2                                                   | CSRE                             |                                              | No |

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

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

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

| (a)<br>Name, address, and EIN of<br>related organization                                                             | (b)<br>Primary activity          | (c)<br>Legal<br>domicile<br>(state or foreign<br>country) | (d)<br>Direct controlling<br>entity | (e)<br>Type of entity<br>(C corp, S corp,<br>or trust) | (f)<br>Share of total<br>income | (g)<br>Share of end-of-<br>year<br>assets | (h)<br>Percentage<br>ownership | (i)<br>Section 512<br>(b)(13)<br>controlled<br>entity? |    |
|----------------------------------------------------------------------------------------------------------------------|----------------------------------|-----------------------------------------------------------|-------------------------------------|--------------------------------------------------------|---------------------------------|-------------------------------------------|--------------------------------|--------------------------------------------------------|----|
|                                                                                                                      |                                  |                                                           |                                     |                                                        |                                 |                                           |                                | Yes                                                    | No |
| <b>(1)</b> REALTORS INFORMATION NETWORK INC<br>430 N MICHIGAN AVE<br>CHICAGO, IL 60611<br>36-3981966                 | REAL ESTATE INFO                 | IL                                                        | NAR                                 | C Corporation                                          | 1,931,667                       | 12,517,139                                | 100 %                          | Yes                                                    |    |
| <b>(2)</b> NATL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES<br>430 N MICHIGAN AVE<br>CHICAGO, IL 60611<br>20-3467306 | REAL ESTATE INFO AND<br>SERVICES | IL                                                        | NAR                                 | C Corporation                                          | 47,191,222                      | 75,596,288                                | 100 %                          | Yes                                                    |    |
|                                                                                                                      |                                  |                                                           |                                     |                                                        |                                 |                                           |                                |                                                        |    |
|                                                                                                                      |                                  |                                                           |                                     |                                                        |                                 |                                           |                                |                                                        |    |
|                                                                                                                      |                                  |                                                           |                                     |                                                        |                                 |                                           |                                |                                                        |    |
|                                                                                                                      |                                  |                                                           |                                     |                                                        |                                 |                                           |                                |                                                        |    |
|                                                                                                                      |                                  |                                                           |                                     |                                                        |                                 |                                           |                                |                                                        |    |

**Part V Transactions With Related Organizations** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.**Note.** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule**1** During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

|                                                                                                                                                | Yes           | No |
|------------------------------------------------------------------------------------------------------------------------------------------------|---------------|----|
| <b>a</b> Receipt of <b>(i)</b> interest, <b>(ii)</b> annuities, <b>(iii)</b> royalties, or <b>(iv)</b> rent from a controlled entity . . . . . | <b>1a</b> Yes |    |
| <b>b</b> Gift, grant, or capital contribution to related organization(s) . . . . .                                                             | <b>1b</b> Yes |    |
| <b>c</b> Gift, grant, or capital contribution from related organization(s) . . . . .                                                           | <b>1c</b> Yes |    |
| <b>d</b> Loans or loan guarantees to or for related organization(s) . . . . .                                                                  | <b>1d</b>     | No |
| <b>e</b> Loans or loan guarantees by related organization(s) . . . . .                                                                         | <b>1e</b>     | No |
| <b>f</b> Dividends from related organization(s) . . . . .                                                                                      | <b>1f</b>     | No |
| <b>g</b> Sale of assets to related organization(s) . . . . .                                                                                   | <b>1g</b>     | No |
| <b>h</b> Purchase of assets from related organization(s) . . . . .                                                                             | <b>1h</b>     | No |
| <b>i</b> Exchange of assets with related organization(s) . . . . .                                                                             | <b>1i</b>     | No |
| <b>j</b> Lease of facilities, equipment, or other assets to related organization(s) . . . . .                                                  | <b>1j</b>     | No |
| <b>k</b> Lease of facilities, equipment, or other assets from related organization(s) . . . . .                                                | <b>1k</b>     | No |
| <b>l</b> Performance of services or membership or fundraising solicitations for related organization(s) . . . . .                              | <b>1l</b> Yes |    |
| <b>m</b> Performance of services or membership or fundraising solicitations by related organization(s) . . . . .                               | <b>1m</b>     | No |
| <b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) . . . . .                               | <b>1n</b> Yes |    |
| <b>o</b> Sharing of paid employees with related organization(s) . . . . .                                                                      | <b>1o</b> Yes |    |
| <b>p</b> Reimbursement paid to related organization(s) for expenses . . . . .                                                                  | <b>1p</b>     | No |
| <b>q</b> Reimbursement paid by related organization(s) for expenses . . . . .                                                                  | <b>1q</b> Yes |    |
| <b>r</b> Other transfer of cash or property to related organization(s) . . . . .                                                               | <b>1r</b> Yes |    |
| <b>s</b> Other transfer of cash or property from related organization(s) . . . . .                                                             | <b>1s</b> Yes |    |

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

See Additional Data Table

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

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

**Part VII**      **Supplemental Information**

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

| Return Reference        | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| OTHER TRANSFERS OF CASH | THE NATIONAL ASSOCIATION OF REALTORS (NAR) FUND HAS BEEN SET UP AS SEPARATE SEGREGATED FUNDS AS DEFINED IN REG 1.527-2(B) AND IRC 527(F)(3). THE FUND IS TREATED AS AN INDEPENDENT POLITICAL ORGANIZATION. NAR PROMPTLY TRANSFERS MEMBERSHIP DUES DIRECTLY TO THE FUND, AND ACCORDINGLY, THESE TRANSFERS ARE NOT TREATED AS EXPENDITURES FOR EXEMPT FUNCTIONS. ADDITIONALLY, POLITICAL CONTRIBUTIONS AND MEMBERSHIP DUES ARE NOT USED TO EARN INVESTMENT INCOME. |





Additional Data

Software ID: 17005876  
Software Version: 2017v2.2  
EIN: 36-1520690  
Name: National Association of Realtors

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

| (a)<br>Name, address, and EIN of related organization | (b)<br>Primary activity     | (c)<br>Legal domicile<br>(state<br>or foreign country) | (d)<br>Exempt Code<br>section | (e)<br>Public charity<br>status<br>(if section 501(c)<br>(3)) | (f)<br>Direct controlling<br>entity | (g)<br>Section 512<br>(b)(13)<br>controlled<br>entity? |    |
|-------------------------------------------------------|-----------------------------|--------------------------------------------------------|-------------------------------|---------------------------------------------------------------|-------------------------------------|--------------------------------------------------------|----|
|                                                       |                             |                                                        |                               |                                                               |                                     | Yes                                                    | No |
| 430 N MICHIGAN AVE<br>CHICAGO, IL 60611<br>36-4468109 | DISASTER RELIEF             | IL                                                     | 501(c)(3)                     | 7                                                             | NAR                                 | Yes                                                    |    |
| 430 N MICHIGAN AVE<br>CHICAGO, IL 60611<br>36-3495865 | EDUCATION                   | IL                                                     | 501(c)(3)                     | PF                                                            | NAR                                 | Yes                                                    |    |
| 430 N MICHIGAN AVE<br>CHICAGO, IL 60611<br>36-4173556 | MEMBER SERVICES             | IL                                                     | 501(c)(6)                     |                                                               | NAR                                 | Yes                                                    |    |
| 430 N MICHIGAN AVE<br>CHICAGO, IL 60611<br>36-2795122 | POLITICAL ACTIVITY          | IL                                                     | 527                           |                                                               | NAR                                 | Yes                                                    |    |
| 430 N MICHIGAN AVE<br>CHICAGO, IL 60611<br>26-1725187 | NON-FED ELECTION<br>SUPPORT | IL                                                     | 527                           |                                                               | NAR                                 | Yes                                                    |    |
| 430 N MICHIGAN AVE<br>CHICAGO, IL 60611<br>27-3388377 | POLITICAL ACTIVITY          | IL                                                     | 527                           |                                                               | NAR                                 | Yes                                                    |    |
| 430 N MICHIGAN<br>CHICAGO, IL 60611<br>45-2102449     | EDUCATION                   | IL                                                     | 501(c)(3)                     | 2                                                             | CSRE                                |                                                        | No |

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

| (a)<br>Name of related organization                  | (b)<br>Transaction<br>type(a-s) | (c)<br>Amount Involved | (d)<br>Method of determining amount involved |
|------------------------------------------------------|---------------------------------|------------------------|----------------------------------------------|
| NATIONAL ASSOCIATION OF REALTORS FUND                | R                               | 3,385,247              | CASH                                         |
| REALTORS INFORMATION NETWORK                         | A                               | 24,274                 | CASH                                         |
| REALTORS INFORMATION NETWORK                         | L                               | 209,748                | CASH                                         |
| REALTORS INFORMATION NETWORK                         | S                               | 597,291                | CASH                                         |
| CENTER FOR SPECIALIZED REALTOR EDUCATION             | A                               | 139,656                | CASH                                         |
| CENTER FOR SPECIALIZED REALTOR EDUCATION             | L                               | 202,345                | CASH                                         |
| CENTER FOR SPECIALIZED EDUCATION                     | S                               | 2,880,785              | CASH                                         |
| NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES | A                               | 618,936                | CASH                                         |
| NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES | L                               | 293,543                | CASH                                         |
| NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES | S                               | 917,104                | CASH                                         |
| NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES | S                               | 16,340,187             | ESTIMATED VALUE                              |
| NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES | D                               | 4,000,000              | CASH                                         |
| NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES | B                               | 23,000,000             | CASH                                         |
| NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES | D                               | 589,000                | CASH                                         |
| REALTOR UNIVERSITY                                   | L                               | 220,000                | ESTIMATED FAIR VALUE                         |
| REALTOR UNIVERSITY                                   | B                               | 100,000                | CASH                                         |
| NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES | C                               | 130,000                | CASH                                         |
| CENTER FOR SPECIALIZED EDUCATION                     | C                               | 100,000                | CASH                                         |
| REALTORS INFORMATION NETWORK                         | C                               | 100,000                | CASH                                         |