

Form **990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018Open to Public
Inspection

A For the 2018 calendar year, or tax year beginning and ending

B Check if applicable

- ☐ Address change
☒ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization

THE WATER RESEARCH FOUNDATION

Doing business as

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

6666 W QUINCY AVENUE

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

DENVER, CO 80235

F Name and address of principal officer: PETER GREVATT

SAME AS C ABOVE

D Employer identification number

13-6211384

E Telephone number

(303) 347-6113

G Gross receipts \$ 40,630,649.

H(a) Is this a group return

for subordinates? ☐ Yes ☒ NoH(b) Are all subordinates included? ☐ Yes ☒ No

If "No," attach a list. (see instructions)

H(c) Group exemption number

I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) () (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: WWW.WATERRF.ORG

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: 1966 M State of legal domicile: CO

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: ADVANCING THE SCIENCE OF WATER TO IMPROVE THE QUALITY OF LIFE.			
	2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.			
	3	Number of voting members of the governing body (Part VI, line 1a)	48		
	4	Number of independent voting members of the governing body (Part VI, line 1b)	48		
	5	Total number of individuals employed in calendar year 2018 (Part V, line 2a)	74		
	6	Total number of volunteers (estimate if necessary)	1000		
	Revenue	7a	Total unrelated business revenue from Part VIII, column (C), line 12	0.	
7b		Net unrelated business taxable income from Form 990-T, line 38	2,295.		
Expenses	8	Contributions and grants (Part VIII, line 1h)	12,993,097.	Prior Year	24,940,328.
	9	Program service revenue (Part VIII, line 2g)	1,880,686.	Current Year	4,942,695.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	106,662.		468,640.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	47,149.		113,240.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	15,027,594.		30,464,903.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0.		0.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0.		0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	5,054,383.		8,137,007.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.		0.
	16b	Total fundraising expenses (Part IX, column (D), line 25)	836,821.		
Net Assets or Fund Balances	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	9,517,128.		15,463,131.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	14,571,511.		23,600,138.
	19	Revenue less expenses. Subtract line 18 from line 12	456,083.		6,864,765.
	20	Total assets (Part X, line 16)	15,153,662.	Beginning of Current Year	27,266,517.
21	Total liabilities (Part X, line 28)	5,905,149.		11,657,245.	
22	Net assets or fund balances. Subtract line 21 from line 20	9,248,513.		15,609,272.	

Part II Signature Block

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

Sign Here: Signature of officer: PETER GREVATT, CEO, SECRETARY
 Date: 11-5-19

Paid Preparer: Print/Type preparer's name: KAREN GRIES
 Preparer's signature: [Signature]
 Date: 10-12-2019
 Check ☐ PTIN: P00078514
 Firm's name: CLIFTONLARSONALLEN LLP
 Firm's EIN: 41-0746749
 Firm's address: 370 INTERLOCKEN BLVD., SUITE 500
 BROOMFIELD, CO 80021
 Phone no.: 303-466-8822

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

☒ Yes ☐ No

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Part III Statement of Program Service Accomplishments

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

☒**1** Briefly describe the organization's mission

THE PURPOSE OF THE WATER RESEARCH FOUNDATION (WRF) IS A DEFINITIVE RESEARCH ORGANIZATION TO ADVANCE THE SCIENCE OF ALL THINGS WATER TO BETTER MEET THE EVOLVING NEEDS OF ITS SUBSCRIBERS AND THE WATER SECTOR. TO ENGAGE EXCLUSIVELY IN NONPROFIT, CHARITABLE AND EDUCATIONAL

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 \$ 12,349,848. including grants of \$ 0.) (Revenue \$ 4,942,695.)

RESEARCH PROGRAMS: WRF COORDINATES MULTIPLE RESEARCH PROGRAMS TO COLLECTIVELY ADDRESS WATER-RELATED ISSUES OF SUBSCRIBERS AND THE WATER SECTOR AS A WHOLE. THE RESEARCH PROGRAMS IN 2018 INCLUDED FOCUS AREA, EMERGING OPPORTUNITIES, TAILORED COLLABORATION, FACILITATED RESEARCH, SUBSCRIBER PRIORITY PROGRAM, SOLICITED AND UNSOLICITED RESEARCH PROGRAMS, TAILORED COLLABORATIVE RESEARCH PROGRAM AND PARTNERSHIP PROGRAM. THESE PROGRAMS INCLUDE THE COSTS OF PROJECTS FUNDED FOR RESEARCH TO BE CONDUCTED BY OTHER ORGANIZATIONS AND OTHER INTERNAL EXPENSES DIRECTLY RELATED TO THESE PROJECTS.

4b (Code) (Expenses \$ 2,702,724. including grants of \$ 0.) (Revenue \$ 0.)

RESEARCH MANAGEMENT: THE PLANNING, ADMINISTRATION, AND MONITORING OF THE RESEARCH PROGRAMS SPONSORED BY WRF ARE THE RESPONSIBILITY OF THE RESEARCH MANAGERS. SPECIFIC TASKS INCLUDE ADMINISTRATION OF WRF'S RESEARCH ADVISORY COUNCIL AND TECHNICAL ADVISORY COMMITTEES FOR EACH PROGRAM AND FOCUS AREA; RESEARCH PLANNING; CONTRACTOR MONITORING AND OVERSIGHT; RESEARCH DELIVERABLE AND PRODUCT REVIEW; REQUEST FOR PROPOSALS PREPARATION; PROJECT ADVISORY COMMITTEE SELECTION AND ADMINISTRATION; AND PROPOSAL REVIEW AND SELECTION. PROJECT MANAGEMENT, KNOWLEDGE MANAGEMENT AND RESEARCH PLANNING SERVE AS WRF'S PRIMARY LINK WITH THE WATER RESEARCH AND VOLUNTEER COMMUNITY.

4c (Code) (Expenses \$ 1,705,536. including grants of \$ 0.) (Revenue \$ 0.)

COMMUNICATIONS & MARKETING: WRF'S COMMUNICATIONS AND MARKETING EFFORTS CONSIST OF PUBLISHING INFORMATION AND RESOURCES DERIVED FROM WRF-SPONSORED RESEARCH TO ENSURE THAT THE RESULTS AND APPLICATION OF RESEARCH ARE EFFECTIVELY TRANSFERRED TO SUBSCRIBERS AND OTHER STAKEHOLDERS. THESE EFFORTS INCLUDE THE DEVELOPMENT, DISTRIBUTION AND PROMOTION OF RESEARCH REPORTS AND OTHER PROJECT RESOURCES, PRINTED MATERIALS AND E-PERIODICALS, WEBCASTS, WORKSHOPS, THE WEBSITE AND SOCIAL MEDIA. COMMUNICATIONS AND MARKETING ALSO OVERSEES ALL PUBLIC RELATIONS AND MARKETING ACTIVITIES AND COLLATERAL. THE ACTIVITIES OF THE PUBLIC COUNCIL ON WATER RESEARCH ARE ALSO CENTERED HERE.

4d Other program services (Describe in Schedule O)

(Expenses \$ 2,659,206. including grants of \$ 0.) (Revenue \$ 0.)

4e Total program service expenses 19,417,314.

Form 990 (2018)

ABDFJO

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>	X	
c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

Part IV Checklist of Required Schedules (continued)

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

Note. All Form 990 filers are required to complete Schedule O**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
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
1b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
1c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2a 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	74		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?			X
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O			
4a 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)?			X
b If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			X
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			
6a 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?			X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			
7 Organizations that may receive deductible contributions under section 170(c).			
a 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?			X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?			
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			X
d If "Yes," indicate the number of Forms 8282 filed during the year			
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			
9 Sponsoring organizations maintaining donor advised funds.			
a Did the sponsoring organization make any taxable distributions under section 4966?			
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			
10 Section 501(c)(7) organizations. Enter:			
a Initiation fees and capital contributions included on Part VIII, line 12	10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11 Section 501(c)(12) organizations. Enter.			
a Gross income from members or shareholders	11a		
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		
13 Section 501(c)(29) qualified nonprofit health insurance issuers.			
a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O	13a		
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	13b		
c Enter the amount of reserves on hand	13c		
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 720, Schedule N	15		X
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 720, Schedule O	16		X

Form 990 (2018)

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 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
1a 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.	48	
1b Enter the number of voting members included in line 1a, above, who are independent	48	
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?		X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	X	
5 Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6 Did the organization have members or stockholders?	X	
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	X	
7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	X	
b Each committee with authority to act on behalf of the governing body?	X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		X

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed **CA, FL, NJ, CO**

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 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 **►**
KIM VAN EYZEREN - (303) 347-6113
6666 W QUINCY AVENUE, DENVER, CO 80235

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

 Check if Schedule O contains a response or note to any line in this Part VII ☐
Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

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

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) CHARLES MURRAY CHAIR	1.00	X		X				0.	0.	0.
(2) KEVIN SHAPER CHAIR	1.00	X		X				0.	0.	0.
(3) DENNIS DOLL VICE CHAIR	1.00	X		X				0.	0.	0.
(4) MIKE MARKUS VICE CHAIR	1.00	X		X				0.	0.	0.
(5) JULIE HUNT TREASURER	1.00	X		X				0.	0.	0.
(6) PAUL RUSH TREASURER	1.00	X		X				0.	0.	0.
(7) JIM LOCHHEAD MEMBER-AT-LARGE	1.00	X						0.	0.	0.
(8) DOUG OWEN MEMBER-AT-LARGE	1.00	X						0.	0.	0.
(9) MARTY ADAMS DIRECTOR	1.00	X						0.	0.	0.
(10) HARDEEP ANAND DIRECTOR	1.00	X						0.	0.	0.
(11) CATHY BAILEY DIRECTOR	1.00	X						0.	0.	0.
(12) JEANETTE BROWN DIRECTOR	1.00	X						0.	0.	0.
(13) MICHAEL CARLIN DIRECTOR	1.00	X						0.	0.	0.
(14) JULIUS CIACCIA DIRECTOR	1.00	X						0.	0.	0.
(15) ALEX COATE DIRECTOR	1.00	X						0.	0.	0.
(16) MICHAEL CONNOR DIRECTOR (LEFT IN 2018)	1.00	X						0.	0.	0.
(17) RANDY CONNER DIRECTOR	1.00	X						0.	0.	0.

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) PAUL COOK DIRECTOR	1.00	X						0.	0.	0.
(19) SHAYNE CUNIS DIRECTOR	1.00	X						0.	0.	0.
(20) GLEN DAIGGER DIRECTOR	1.00	X						0.	0.	0.
(21) LOU DI GIRONIMO DIRECTOR	1.00	X						0.	0.	0.
(22) DOMINIQUE DEMESSENCE DIRECTOR	1.00	X						0.	0.	0.
(23) SCOTT DYER DIRECTOR	1.00	X						0.	0.	0.
(24) JOHN ENTSMINGER DIRECTOR	1.00	X						0.	0.	0.
(25) UFUK ERDAL DIRECTOR	1.00	X						0.	0.	0.
(26) JAMIES FIEDLER DIRECTOR	1.00	X						0.	0.	0.
1b Sub-total								0.	0.	0.
c Total from continuation sheets to Part VII, Section A								1,445,676.	0.	210,173.
d Total (add lines 1b and 1c)								1,445,676.	0.	210,173.

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 **16**

	Yes	No
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
STANTEC CONSULTING SERVICES, INC 300 LAKE AVE, SUITE 400, PASADENA, CA 91101	PROJECT RESEARCH	622,990.
ARCADIS US, INC 62638 COLLECTIONS DRIVE, CHICAGO, IL 60693	PROJECT RESEARCH	571,676.
TRUSSELL TECHNOLOGIES INC, 232 N LAKE AVE, SUITE 300, PASADENA, CA 91101	PROJECT RESEARCH	418,520.
SYNOPTTEK, LLC, 19520 JAMBOREE RD., SUITE 110, IRVINE, CA 92612	IT MANAGEMENT	417,657.
CORONA ENVIRONMENTAL CONSULT 1001 HINGHAM ST, ROCKLORT, MA 02370	PROJECT RESEARCH	409,376.

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 **43**

SEE PART VII, SECTION A CONTINUATION SHEETS

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Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) RUSSELL FORD DIRECTOR	1.00	X						0.	0.	0.
(28) PHILIPPE GISLETTE DIRECTOR (LEFT JAN 2018)	1.00	X						0.	0.	0.
(29) JOHN HANULA DIRECTOR (LEFT JAN 2018)	1.00	X						0.	0.	0.
(30) CHRISTOPHER HILL DIRECTOR	1.00	X						0.	0.	0.
(31) JONATHAN LANCIANI DIRECTOR	1.00	X						0.	0.	0.
(32) CRAIG LICHTY DIRECTOR	1.00	X						0.	0.	0.
(33) RON LOVAN DIRECTOR	1.00	X						0.	0.	0.
(34) KEN LYKENS DIRECTOR	1.00	X						0.	0.	0.
(35) WALTER LYNCH DIRECTOR	1.00	X						0.	0.	0.
(36) ALEX MARGEVICIUS DIRECTOR	1.00	X						0.	0.	0.
(37) FRED NENNINGER DIRECTOR	1.00	X						0.	0.	0.
(38) JODY PUCKETT DIRECTOR (LEFT IN 2018)	1.00	X						0.	0.	0.
(39) HALLA RAZAK DIRECTOR	1.00	X						0.	0.	0.
(40) GARY RE VOIR DIRECTOR	1.00	X						0.	0.	0.
(41) ALAN RIMER DIRECTOR (LEFT JAN 2018)	1.00	X						0.	0.	0.
(42) KATHRYN SORENSEN DIRECTOR	1.00	X						0.	0.	0.
(43) LISA SPARROW DIRECTOR	1.00	X						0.	0.	0.
(44) BRIAN STEGLITZ DIRECTOR	1.00	X						0.	0.	0.
(45) JOHN STOMP DIRECTOR	1.00	X						0.	0.	0.
(46) JOHN SULLIVAN DIRECTOR	1.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(47) DIANE TANIGUCHI-DENNIS DIRECTOR	1.00	X						0.	0.	0.
(48) ROB TEEGARDEN DIRECTOR	1.00	X						0.	0.	0.
(49) TIM THOMURE DIRECTOR (LEFT JAN 2018)	1.00	X						0.	0.	0.
(50) ERIC THORNBURG DIRECTOR	1.00	X						0.	0.	0.
(51) GILBERT TREJO DIRECTOR	1.00	X						0.	0.	0.
(52) PETER TUNNICLIFFE DIRECTOR	1.00	X						0.	0.	0.
(53) CINDY WALLIS-LAGE DIRECTOR	1.00	X						0.	0.	0.
(54) RICK WARNER DIRECTOR (LEFT JAN 2018)	1.00	X						0.	0.	0.
(55) BART WEISS DIRECTOR	1.00	X						0.	0.	0.
(56) ROBERT C RENNER SECRETARY/CEO	40.00			X				367,830.	0.	37,202.
(57) TANIA HASKINS CHIEF OPERATING OFFICER	40.00			X				210,396.	0.	29,334.
(58) BEATE WRIGHT EXECUTIVE DIRECTOR/DC	40.00					X		192,531.	0.	20,386.
(59) MELISSA MEEKER EXECUTIVE DIRECTOR, DEVELOPMENT & OU	40.00					X		184,356.	0.	19,328.
(60) AMIT PRAMANIK CHIEF INNOVATION AND DEVELOPMENT OFF	40.00					X		175,476.	0.	43,598.
(61) JOHN ALBERT CHIEF RESEARCH OFFICER	40.00					X		158,238.	0.	45,731.
(62) DOUGLAS BERGSTROM CHIEF OPERATING OFFICER/DC	40.00					X		156,849.	0.	14,594.
Total to Part VII, Section A, line 1c								1,445,676.		210,173.

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b	840.				
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	14,004,173.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	10,935,315.				
	g Noncash contributions included in lines 1a-1f \$						
	h Total. Add lines 1a-1f			24,940,328.			
Program Service Revenue	2 a PROJECT CO-FUNDING	Business Code	221000	4,942,695.	4,942,695.		
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f			4,942,695.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			388,311.			388,311.
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties			32,859.			32,859.
	6 a Gross rents	(i) Real	(ii) Personal				
	b Less rental expenses						
	c Rental income or (loss)						
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
	b Less cost or other basis and sales expenses						
	c Gain or (loss)						
	d Net gain or (loss)			80,329.			80,329.
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a					
	b Less direct expenses	b					
	c Net income or (loss) from fundraising events						
	9 a Gross income from gaming activities See Part IV, line 19	a					
	b Less direct expenses	b					
	c Net income or (loss) from gaming activities						
10 a Gross sales of inventory, less returns and allowances	a						
b Less cost of goods sold	b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue			Business Code				
11 a OTHER REVENUE		900099	80,381.			80,381.	
b							
c							
d All other revenue							
e Total. Add lines 11a-11d			80,381.				
12 Total revenue. See instructions			30,464,903.	4,942,695.	0.	581,880.	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	635,078.		635,078.	
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	5,667,299.	3,342,918.	2,039,601.	284,780.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	577,061.	521,245.	6,919.	48,897.
9 Other employee benefits	826,950.	746,963.	9,915.	70,072.
10 Payroll taxes	430,619.	388,967.	5,163.	36,489.
11 Fees for services (non-employees)				
a Management				
b Legal	26,301.		26,301.	
c Accounting	14,437.		14,437.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	52,965.		52,965.	
12 Advertising and promotion	3,800.		3,800.	
13 Office expenses	56,471.		56,471.	
14 Information technology	439,724.	282,431.	157,293.	
15 Royalties				
16 Occupancy	99,080.		99,080.	
17 Travel	864,196.	625,493.	72,631.	166,072.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	58,820.	43,356.	15,464.	
20 Interest				
21 Payments to affiliates	8,154.	2,500.	5,654.	
22 Depreciation, depletion, and amortization	46,176.		46,176.	
23 Insurance	16,652.		16,652.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a RESEARCH CONTRACTS	10,373,060.	10,373,060.		
b APPLIED OVERHEAD	2,786,967.	2,556,456.		230,511.
c PUBLICATIONS/PRINTING	53,435.	16,103.	37,332.	
d STAFF TRAINING	5,702.		5,702.	
e All other expenses	557,191.	517,822.	39,369.	
25 Total functional expenses. Add lines 1 through 24e	23,600,138.	19,417,314.	3,346,003.	836,821.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here ☐ if following SOP 98-2 (ASC 958-720)

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	2,267,299.	1	5,425,000.
	2 Savings and temporary cash investments	5,687,968.	2	4,689,199.
	3 Pledges and grants receivable, net	1,448,112.	3	759,479.
	4 Accounts receivable, net	523,605.	4	2,496,195.
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	266,525.	9	248,096.
	10a Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D	10a 2,516,182.		
	b Less accumulated depreciation	10b 1,569,449.	10c 480,938.	946,733.
	11 Investments - publicly traded securities	0.	11	6,834,622.
	12 Investments - other securities. See Part IV, line 11	4,426,938.	12	5,783,237.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	52,277.	15	83,956.
16 Total assets. Add lines 1 through 15 (must equal line 34)	15,153,662.	16	27,266,517.	
Liabilities	17 Accounts payable and accrued expenses	666,486.	17	2,247,372.
	18 Grants payable		18	
	19 Deferred revenue	2,620,586.	19	5,640,786.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	2,618,077.	25	3,769,087.
	26 Total liabilities. Add lines 17 through 25	5,905,149.	26	11,657,245.
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here ☒ and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	9,248,513.	27	13,101,334.
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets	0.	29	2,507,938.
	Organizations that do not follow SFAS 117 (ASC 958), check here ☐ and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	9,248,513.	33	15,609,272.
	34 Total liabilities and net assets/fund balances	15,153,662.	34	27,266,517.

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	30,464,903.
2	Total expenses (must equal Part IX, column (A), line 25)	2	23,600,138.
3	Revenue less expenses Subtract line 2 from line 1	3	6,864,765.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	9,248,513.
5	Net unrealized gains (losses) on investments	5	-504,494.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	488.
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	15,609,272.

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

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

Form 990 (2018)

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public
Inspection

Name of the organization

THE WATER RESEARCH FOUNDATION

Employer identification number

13-6211384

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state _____
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university _____
- 10 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
- a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
- b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
- c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
- d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
- e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

07

f Enter the number of supported organizations

g Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	12,659,913.	12,909,495.	13,349,943.	12,993,097.	24,940,328.	76,852,776.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	12,659,913.	12,909,495.	13,349,943.	12,993,097.	24,940,328.	76,852,776.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						1,235,670.
6 Public support. Subtract line 5 from line 4						75,617,106.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
7 Amounts from line 4	12,659,913.	12,909,495.	13,349,943.	12,993,097.	24,940,328.	76,852,776.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	95,333.	87,206.	86,217.	104,961.	421,170.	794,887.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	2,170.	126.	41.	47,149.	106,206.	155,692.
11 Total support. Add lines 7 through 10						77,803,355.
12 Gross receipts from related activities, etc. (see instructions)					12	14,598,026.
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ► ☐						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f))	14	97.19	%
15 Public support percentage from 2017 Schedule A, Part II, line 14	15	96.04	%
16a 33 1/3% support test - 2018. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ► ☒			
b 33 1/3% support test - 2017. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ► ☐			
17a 10% -facts-and-circumstances test - 2018. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ► ☐			
b 10% -facts-and-circumstances test - 2017. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ► ☐			
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ► ☐			

Schedule A (Form 990 or 990-EZ) 2018

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2018 (line 8, column (f), divided by line 13, column (f))	15		%
16 Public support percentage from 2017 Schedule A, Part III, line 15	16		%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2018 (line 10c, column (f), divided by line 13, column (f))	17		%
18 Investment income percentage from 2017 Schedule A, Part III, line 17	18		%

19a **33 1/3% support tests - 2018.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☐

b **33 1/3% support tests - 2017.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI .		
b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .		
c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer 10b below.		
b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)		

Part IV Supporting Organizations (continued)

- 11 Has the organization accepted a gift or contribution from any of the following persons?
- a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?
- b A family member of a person described in (a) above?
- c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.

	Yes	No
11a		
11b		
11c		

Section B. Type I Supporting Organizations

- 1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.
- 2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.

	Yes	No
1		
2		

Section C. Type II Supporting Organizations

- 1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).

	Yes	No
1		

Section D. All Type III Supporting Organizations

- 1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?
- 2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).
- 3 By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.

	Yes	No
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

- 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).
- a ☐ The organization satisfied the Activities Test. Complete line 2 below.
- b ☐ The organization is the parent of each of its supported organizations. Complete line 3 below.
- c ☐ The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).

2 Activities Test. Answer (a) and (b) below.

- a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.
- b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.

	Yes	No
2a		
2b		
3a		
3b		

3 Parent of Supported Organizations. Answer (a) and (b) below.

- a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI.
- b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- 1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI.) See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI)		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions)	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions)		

Schedule A (Form 990 or 990-EZ) 2018

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 Total annual distributions. Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2018 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1 Distributable amount for 2018 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2018 (reasonable cause required- explain in Part VI) See instructions			
3 Excess distributions carryover, if any, to 2018			
a From 2013			
b From 2014			
c From 2015			
d From 2016			
e From 2017			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2018 distributable amount			
i Carryover from 2013 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2018 from Section D, line 7 \$			
a Applied to underdistributions of prior years			
b Applied to 2018 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2018, if any Subtract lines 3g and 4a from line 2 For result greater than zero, explain in Part VI. See instructions			
6 Remaining underdistributions for 2018 Subtract lines 3h and 4b from line 1 For result greater than zero, explain in Part VI See instructions			
7 Excess distributions carryover to 2019. Add lines 3j and 4c			
8 Breakdown of line 7			
a Excess from 2014			
b Excess from 2015			
c Excess from 2016			
d Excess from 2017			
e Excess from 2018			

Schedule A (Form 990 or 990-EZ) 2018

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10, Part II, line 17a or 17b; Part III, line 12, Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:**OTHER INCOME**

2014 AMOUNT: \$ 2,170.

2015 AMOUNT: \$ 126.

2016 AMOUNT: \$ 41.

2017 AMOUNT: \$ 47,149.

2018 AMOUNT: \$ 106,206.

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.▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018Open to Public
Inspection

Name of the organization

THE WATER RESEARCH FOUNDATION

Employer identification number

13-6211384

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		☐ Yes ☐ No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		☐ Yes ☐ No

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

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

☐ Preservation of land for public use (e g , recreation or education)	☐ Preservation of a historically important land area
☐ Protection of natural habitat	☐ Preservation of a certified historic structure
☐ Preservation of open space	

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

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

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

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8

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

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

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

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

a Revenue included on Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

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

Schedule D (Form 990) 2018

832051 10-29-18

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 exhibitiond ☐ Loan or exchange programsb ☐ Scholarly researche ☐ Other _____c ☐ Preservation for future generations

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

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets

to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes☐ No**Part IV Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes☐ No

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

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?

☐ Yes☐ Nob If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII ☐**Part V Endowment Funds.** Complete if the organization answered "Yes" on Form 990, Part IV, line 10

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	2,687,185.				
b Contributions	11,250.				
c Net investment earnings, gains, and losses	-166,127.				
d Grants or scholarships					
e Other expenditures for facilities and programs	100,000.				
f Administrative expenses					
g End of year balance	2,432,308.				

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

a Board designated or quasi-endowment ► 20.56 %

b Permanent endowment ► 50.13 %

c Temporarily restricted endowment ► 29.32 %

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

	Yes	No
3a(i)		X
3a(ii)		X
3b		

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

4 Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		927,923.	296,219.	631,704.
d Equipment		71,815.	62,077.	9,738.
e Other		1,516,444.	1,211,153.	305,291.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				946,733.

Schedule D (Form 990) 2018

Part VII Investments - Other Securities.

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A) NON-CURRENT CERTIFICATES		
(B) OF DEPOSIT	5,783,237.	END-OF-YEAR MARKET VALUE
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶	5,783,237.	

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

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

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) ACCRUED PENSION LIABILITY	1,532,511.
(3) ACCRUED RESEARCH CONTRACTS	2,236,576.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	3,769,087.

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 ☒

Schedule D (Form 990) 2018

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

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

1	Total revenue, gains, and other support per audited financial statements		1	20,166,457.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12.			
a	Net unrealized gains (losses) on investments	2a	-504,494.	
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	488.	
e	Add lines 2a through 2d	2e	-504,006.	
3	Subtract line 2e from line 1	3	20,670,463.	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b	9,794,440.	
c	Add lines 4a and 4b	4c	9,794,440.	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	30,464,903.	

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

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

1	Total expenses and losses per audited financial statements		1	23,600,138.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e	0.	
3	Subtract line 2e from line 1	3	23,600,138.	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c	0.	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	23,600,138.	

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.

PART V, LINE 4:

THE FOUNDATION'S PERMANENTLY RESTRICTED ENDOWMENT WAS ESTABLISHED TO SUPPORT THE ANNUAL \$100,000 PAUL L. BUSCH AWARD FOR INNOVATION IN APPLIED WATER QUALITY RESEARCH. THE \$1,219,251 CORPUS IS TO REMAIN IN PERPETUITY WHILE EARNINGS GENERATED FROM IT ARE TO BE USED TO FUND THE AWARD. THE BOARD OF DIRECTORS HAS ALSO DESIGNATED \$500,000 OF UNRESTRICTED NET ASSETS FOR THE PURPOSE OF SUPPORTING THE ANNUAL AWARD.

PART X, LINE 2:

WRF IS EXEMPT FROM INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE (IRC) AND A SIMILAR PROVISION OF STATE LAW. HOWEVER, WRF IS SUBJECT TO FEDERAL INCOME TAX ON ANY UNRELATED TAXABLE INCOME. WRF IS NOT

Part XIII Supplemental Information (continued)

CONSIDERED A PUBLIC FOUNDATION.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

CHANGE IN MINIMUM PENSION LIABILITY 72,318.

UNREALIZED LOSS ON FOREIGN CURRENCY EXCHANGE -71,830.

TOTAL TO SCHEDULE D, PART XI, LINE 2D 488.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

ADDITIONAL CONTRIBUTION TO ACCOUNT FOR MERGED NET ASSETS 9,794,440.

SCHEDULE F
(Form 990)Department of the Treasury
Internal Revenue Service**Statement of Activities Outside the United States**

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

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018Open to Public
Inspection

Name of the organization

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THE WATER RESEARCH FOUNDATION**13-6211384****Part I** **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on 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 the region	(d) Activities conducted in the region (by type) (such as, 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 the region	(f) Total expenditures for and investments in the region
EAST ASIA AND THE PACIFIC	0	0	PROGRAM SERVICES	RESEARCH CONTRACTS	128,504.
EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	PROGRAM SERVICES	TRAVEL TO PAC MEETINGS	4,004.
NORTH AMERICA	0	0	PROGRAM SERVICES	TRAVEL TO PAC MEETINGS	4,042.
EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	PROGRAM SERVICES	TRAVEL TO CONFERENCES	10,302.
NORTH AMERICA	0	0	PROGRAM SERVICES	TRAVEL TO CONFERENCES	6,110.
EAST ASIA AND THE PACIFIC	0	0	PROGRAM SERVICES	TRAVEL TO MEETINGS	8,669.
EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	PROGRAM SERVICES	TRAVEL TO MEETINGS	4,305.
NORTH AMERICA	0	0	PROGRAM SERVICES	TRAVEL TO MEETINGS	11,891.
3 a Subtotal	0	0			177,827.
b Total from continuation sheets to Part I	0	0			14,549.
c Totals (add lines 3a and 3b)	0	0			192,376.

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

Schedule F (Form 990) 2018

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, don't 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, don't file with Form 990) ☐ Yes ☒ No

Schedule F (Form 990) 2018

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.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

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

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

▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No 1545-0047

2018

**Open to Public
Inspection**

Name of the organization

THE WATER RESEARCH FOUNDATION

Employer identification number

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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

- | | |
|--|--|
| ☐ First-class or charter travel | ☐ Housing allowance or residence for personal use |
| ☐ Travel for companions | ☐ Payments for business use of personal residence |
| ☐ Tax indemnification and gross-up payments | ☐ Health or social club dues or initiation fees |
| ☐ Discretionary spending account | ☐ Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on 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

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

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

- | | |
|---|---|
| ☒ Compensation committee | ☐ Written employment contract |
| ☒ Independent compensation consultant | ☒ Compensation survey or study |
| ☒ Form 990 of other organizations | ☒ 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?

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

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

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

Only section 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?

b Any related organization?

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?

b Any related organization?

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 on lines 5 and 6? If "Yes," describe in Part III

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

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

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7	X	
8		X
9		

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

Schedule J (Form 990) 2018

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.

PART I, LINE 7:**SUPPLEMENTAL INFORMATION FOR NON-FIXED PAYMENTS FOR:**

A.) CHIEF EXECUTIVE OFFICER BONUS PAID IN FISCAL YEAR 2018: THE CHIEF EXECUTIVE OFFICER'S BONUS IS DETERMINED AT THE DISCRETION OF THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS. THIS IS BASED ON THE ACCOMPLISHMENTS OF THE 2017 BUSINESS PLAN REPORT CARD AND THE ANTICIPATED GOALS FOR THE 2018 BUSINESS PLAN. THE DECISION OF THE EXECUTIVE COMMITTEE IS DOCUMENTED IN THEIR MEETING MINUTES. THE EXECUTIVE COMMITTEE SUBMITS ITS RECOMMENDATIONS TO THE FULL BOARD OF DIRECTORS FOR APPROVAL AT THE DECEMBER BOARD MEETING AND THE BOARD APPROVES THE REQUEST. THIS ACTION IS DOCUMENTED IN THE MINUTES OF THE MEETING. THE MOST RECENT REVIEW AND APPROVAL WAS CONDUCTED IN JUNE, 2019 FOR THE FY18 BONUS THAT WAS PAID IN JUNE, 2019. A LETTER FROM THE CHAIR OF THE BOARD OF DIRECTORS IS SENT TO THE CHIEF EXECUTIVE OFFICER.

B.) HIGHEST COMPENSATED EMPLOYEES' BONUS: DURING THE BUDGET PROCESS EACH YEAR, A PREDETERMINED BONUS POOL IS SET ASIDE BASED ON THE DISCRETION OF THE CHIEF EXECUTIVE OFFICER AND IS TIED TO THE ACHIEVEMENTS OF WRF'S GOALS. THE BONUS POOL IS INCLUDED IN THE SALARY BUDGET AND IS REVIEWED BY THE

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.

FINANCE COMMITTEE. THE FINANCE COMMITTEE'S APPROVAL OF THE BONUS POOL IS DOCUMENTED IN THEIR MINUTES. THE FINANCE COMMITTEE MAKES RECOMMENDATIONS FOR APPROVAL TO THE FULL BOARD OF DIRECTORS AT THEIR DECEMBER MEETING, AND THE BOARD APPROVED THE BUDGET, WHICH INCLUDED THE SALARY INCREASE AND BONUS POOL, AND THE ACTION IS DOCUMENTED IN THE MINUTES OF THE BOARD MEETING. THE CHIEF EXECUTIVE OFFICER INFORMS THE KEY EMPLOYEES OF THE BONUS AMOUNT DURING THEIR ANNUAL REVIEW.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

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.

▶ Go to www.irs.gov/Form990 for the latest information.

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FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

ACTIVITIES DESIGNED TO INITIATE, SUPERVISE, COORDINATE, PROMOTE, AND
FINANCE RESEARCH IN THE TECHNOLOGY, OPERATION, AND MANAGEMENT OF WATER,
WASTEWATER, REUSE AND STORMWATER COLLECTION, TREATMENT AND SUPPLY
SYSTEMS, TOWARD ENSURING WATER QUALITY AND IMPROVING WATER SERVICE TO
THE PUBLIC.

FORM 990, PART III, LINE 2, NEW PROGRAM SERVICES:

DURING 2018, WRF ADDED THE LEADERS INNOVATION FORUM FOR TECHNOLOGY
(LIFT) PROGRAM. HISTORICALLY THE PROGRAM WAS CONDUCTED BY WATER
ENVIRONMENT AND REUSE FOUNDATION, A 501(C)(3) CHARITABLE ORGANIZATION
THAT MERGED INTO WRF AT JANUARY 1, 2018. THE LIFT EFFORT IS FOCUSED ON
SUPPORTING INNOVATION IN THE WATER SECTOR, AND IS A JOINT VENTURE WITH
THE WATER ENVIRONMENT FEDERATION (WEF). WRF STAFF MANAGES THE LIFT
STEERING COMMITTEE, THE UTILITY WORKING GROUP, TECHNICAL FOCUS GROUPS,
THE TECHNOLOGY SCANS PROCESS, LIFT LINK, THE VISUALIZATION TOOL, LIFT
SEE IT, THE FAST WATER NETWORK, THE INTELLIGENT WATER CHALLENGE, AND
TECHNOLOGY PILOTS. THE STAFF REGULARLY INTERACTS WITH SUBSCRIBERS, AND
THE BROADER WATER COMMUNITY, AT IN-PERSON AND VIRTUAL EVENTS.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

SUBSCRIBER SERVICES: THE ADMINISTRATION OF WRF'S MAJOR FUNDING EFFORT,
THE SUBSCRIPTION PROGRAM, IS COORDINATED BY SUBSCRIBER SERVICES STAFF.
ACTIVITIES INCLUDE PLANNING AND IMPLEMENTATION OF A RECRUITMENT AND
RETENTION PROGRAM, HIGHLIGHTING WRF'S VALUE PROPOSITION AND
COORDINATING SUBSCRIBER COMMUNICATIONS. REGIONAL LIAISONS ARE

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990 or 990-EZ) (2018)

832211 10-10-18

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RESPONSIBLE FOR PROVIDING PERSONALIZED SERVICES TO SUBSCRIBERS. MAJOR ACTIVITIES INCLUDE ANNUAL VISITS/BRIEFINGS, SERVING AS PRIMARY STAFF CONTACT, PROMOTING GREATER INVOLVEMENT IN WRF'S PROGRAMS, AND ENSURING SUBSCRIBERS' NEEDS ARE EXPEDITIOUSLY MET.

EXPENSES \$ 1,376,497. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

DEVELOPMENT & OUTREACH: THE WRF'S DEVELOPMENT & OUTREACH EFFORTS CONSIST OF POSITIONING WRF TO SUCCESSFULLY COMPETE FOR AND CAPTURE NON-SUBSCRIBER FUNDING OPPORTUNITIES THROUGH COMPETITIVE GRANTS AND PARTNERSHIPS THAT ARE IN ALIGNMENT WITH ISSUES OF IMPORTANCE TO OUR SUBSCRIBERS AND THE WATER SECTOR. IN ADDITION, EFFORTS INCLUDE CONDUCTING OUTREACH AND ENGAGEMENT WITH DIVERSE STAKEHOLDERS TO EDUCATE ON THE STATE OF THE SCIENCE AND RESEARCH NEEDS AND SUPPORTING THE FOUNDATION IN NURTURING PARTNERSHIPS AND NON-SUBSCRIPTION FUNDING OF RESEARCH PROJECTS.

EXPENSES \$ 507,503. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

LIFT PROGRAM: THE LEADERS INNOVATION FORUM FOR TECHNOLOGY (LIFT) EFFORT IS FOCUSED ON SUPPORTING INNOVATION IN THE WATER SECTOR AND IS A JOINT-VENTURE WITH THE WATER ENVIRONMENT FEDERATION (WEF). WRF STAFF MANAGES THE LIFT STEERING COMMITTEE, THE UTILITY WORKING GROUP, TECHNICAL FOCUS GROUPS, THE TECHNOLOGY SCANS PROCESS, LIFT LINK, THE VISUALIZATION TOOL, LIFT SEE IT, THE FAST WATER NETWORK, THE INTELLIGENT WATER CHALLENGE, AND TECHNOLOGY PILOTS. THE STAFF REGULARLY INTERACTS WITH SUBSCRIBERS, AND THE BROADER WATER COMMUNITY, AT IN-PERSON AND VIRTUAL EVENTS.

EXPENSES \$ 775,206. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

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FORM 990, PART VI, SECTION A, LINE 1:

EXECUTIVE COMMITTEE:

THE EXECUTIVE COMMITTEE CONSISTS OF THE CHAIR, VICE-CHAIR, TREASURER AND MEMBER-AT-LARGE. THE EXECUTIVE COMMITTEE MEMBERS SHALL BE FROM ORGANIZATIONS THAT ARE FULL PARTICIPANTS IN THE RESEARCH SUBSCRIPTION PROGRAM. THE SECRETARY/CEO WILL SERVE AS AN EX OFFICIO NON-VOTING MEMBER OF THE EXECUTIVE COMMITTEE. THE EXECUTIVE COMMITTEE IS AUTHORIZED TO ACT ON SUCH MATTERS AS MAY BE DEFINED BY AND DELEGATED TO IT BY RESOLUTION BY THE BOARD OF DIRECTORS AND TO ACT ON MATTERS IN ACCORDANCE WITH THE ORGANIZATION'S BYLAWS.

THE EXECUTIVE COMMITTEE DOES NOT HAVE THE AUTHORITY FOR THE FILLING OF VACANCIES ON THE BOARD OR IN ANY OFFICE, THE ADOPTION, AMENDMENT, OR REPEAL OF THESE BYLAWS, THE AMENDMENT OR REPEAL OF ANY RESOLUTION OF THE BOARD, OR ACTION ON MATTERS COMMITTED BY A RESOLUTION OF THE BOARD TO ANOTHER COMMITTEE OF THE BOARD.

THE EXECUTIVE COMMITTEE SHALL ACT AS THE COMPENSATION COMMITTEE AND EVALUATE THE PERFORMANCE OF THE CEO, PROVIDE OVERSIGHT AND GUIDANCE TO THE SECRETARY/CEO IN PROMOTING DIVERSITY IN WRF ACTIVITIES, EXPENDITURE AUTHORITY OF THE COMMITTEE SHALL BE AS PER THE PROCUREMENT POLICY AND EXECUTIVE COMMITTEE CHARTER, SUBJECT TO BOARD APPROVAL, AND ON MATTERS DELEGATED TO IT BY BOARD RESOLUTION, AND IN THE EVENT THAT THE BOARD IS UNABLE TO ACT ON AN EMERGENCY MATTER.

FORM 990, PART VI, SECTION A, LINE 4:

EFFECTIVE JANUARY 1, 2018 AND UPON THE MERGER OF THE WATER ENVIRONMENT AND REUSE FOUNDATION INTO THE ORGANIZATION, THE NAME OF THE ORGANIZATION WAS

Name of the organization

THE WATER RESEARCH FOUNDATION

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CHANGED TO THE WATER RESEARCH FOUNDATION. THE BOARD SHALL CONSIST OF UP TO THIRTY-TWO ELECTED OR APPOINTED PERSONS, PLUS THE CO-CHAIRS, CO-VICE-CHAIRS, CO-TREASURERS, CO-MEMBERS-AT-LARGE AND CO-FAC CHAIRS. IN ADDITION, THE PROVISIONS TO THE BY-LAWS ALLOWS UNDER SECTION ARTICLE 4, SECTION 4.3. BOARD OF DIRECTORS THAT NOTWITHSTANDING ANY OTHER PROVISION OF THE BYLAWS, THE NUMBER OF DIRECTORS MAY EXCEED THIRTY-TWO (32) UNTIL DECEMBER 31, 2022, AT WHICH TIME THIS PROVISION SHALL EXPIRE.

FORM 990, PART VI, SECTION A, LINE 6:

AN ORGANIZATION SHALL BECOME A SUPPORTING MEMBER OF WRF AND SHALL BE ENTERED ON THE MEMBERSHIP ROLL UPON PAYMENT OF PRESCRIBED FEES AS ESTABLISHED BY THE BOARD OF DIRECTORS. FAILURE TO PAY FEES SHALL BE CAUSE FOR REMOVING A SUPPORTING MEMBER FROM THE MEMBERSHIP ROLL. SUPPORTING MEMBERS, AS SUCH, SHALL NOT BE ENTITLED TO VOTE. DEPENDING UPON THE CATEGORY OF MEMBERSHIP, THE PRESCRIBED FEES MAY BE ANNUAL DUES OR SUBSCRIPTION FEES.

FORM 990, PART VI, SECTION A, LINE 7A:

THE BOARD SHALL CONSIST OF UP TO THIRTY-TWO ELECTED OR APPOINTED PERSONS, PLUS THE CO-CHAIRS, CO-VICE-CHAIRS, CO-TREASURERS, CO-MEMBERS-AT-LARGE AND CO-FAC CHAIRS. IN ADDITION, THE PROVISIONS TO THE BY-LAWS ALLOWS UNDER SECTION ARTICLE 4, SECTION 4.3. BOARD OF DIRECTORS THAT NOTWITHSTANDING ANY OTHER PROVISION OF THE BYLAWS, THE NUMBER OF DIRECTORS MAY EXCEED THIRTY-TWO (32) UNTIL DECEMBER 31, 2022, AT WHICH TIME THIS PROVISION SHALL EXPIRE.

THE DIRECTOR EMERITUS POSITION(S) IS DESIGNATED IN RECOGNITION OF DISTINGUISHED SERVICE AND TO CULTIVATE CONTINUED SUPPORT AND ENGAGEMENT.

Name of the organization

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THERE CAN BE NO MORE THAN TWO DIRECTORS EMERITUS AT ANY TIME. THE TERM OF SERVICE FOR DIRECTOR EMERITUS SHALL BE LIMITED TO TWO THREE-YEAR TERMS. DIRECTORS EMERITUS SHALL HAVE ALL THE PRIVILEGES OF A DIRECTOR, SUCH AS ATTENDANCE AT BOARD MEETINGS, COMMITTEE MEETINGS AND OTHER BOARD EVENTS; HOWEVER, DIRECTORS EMERITUS CANNOT HOLD OFFICE ON THE BOARD AND SHALL NOT HAVE ANY VOTING RIGHTS OR BE COUNTED FOR QUORUM PURPOSES.

UP TO THREE DIRECTORS SHALL BE APPOINTED BY THE ASSOCIATION OF METROPOLITAN WATER AGENCIES FROM ITS MEMBERS; UP TO THREE DIRECTORS SHALL BE NOMINATED BY THE AMERICAN WATER WORKS ASSOCIATION FROM ITS MEMBERS; UP TO THREE DIRECTORS SHALL BE NOMINATED BY THE NATIONAL ASSOCIATION OF CLEAN WATER AGENCIES FROM ITS MEMBERS; UP TO THREE DIRECTORS SHALL BE NOMINATED BY THE NATIONAL ASSOCIATION OF WATER COMPANIES FROM ITS MEMBERS; UP TO THREE DIRECTORS SHALL BE NOMINATED BY THE WATER ENVIRONMENT FEDERATION FROM ITS MEMBERS; AND ONE DIRECTOR SHALL BE NOMINATED BY THE WATER REUSE ASSOCIATION FROM ITS MEMBERS.

ALL NOMINATIONS FROM THE ABOVE ORGANIZATIONS SHALL FOLLOW THE ESTABLISHED PARTNER GUIDANCE DOCUMENT WHICH IS APPROVED BY THE BOARD OF DIRECTORS. THE BOARD OF DIRECTORS IS PRESENTED ALL NOMINATIONS AND ARE ELECTED BY A VOTE OF THE MAJORITY OF THE DIRECTORS.

FORM 990, PART VI, SECTION B, LINE 11B:

THE DRAFT 990 IS REVIEWED BY WRF'S ACCOUNTING STAFF AND FORWARDED TO THE CHIEF FINANCIAL OFFICER AND THE AUDIT COMMITTEE FOR FURTHER REVIEW. ONCE THE 990 HAS BEEN APPROVED BY THE AUDIT COMMITTEE, THE FINAL VERSION OF THE RETURN IS EXPORTED TO A SITE TO WHICH THE BOARD OF DIRECTORS HAS ACCESS, ALONG WITH E-MAIL CORRESPONDENCE STATING IT IS AVAILABLE. THIS IS DONE

Name of the organization

THE WATER RESEARCH FOUNDATION

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PRIOR TO FILING THE FORM 990 WITH THE IRS.

FORM 990, PART VI, SECTION B, LINE 12C:

WRF REGULARLY AND CONSISTENTLY MONITORS AND ENFORCES CONFLICT OF INTEREST AT VARYING FREQUENCIES AND LEVELS OF MONITORING, DEPENDING ON THE RISK OF A POTENTIAL CONFLICT AND ITS LIKELY IMPACT ON WRF. WRF'S POLICY ADDRESSES CONFLICT OF INTEREST IN TERMS OF ITS STAFF, MANAGEMENT, BOARD OF DIRECTORS AND VOLUNTEER LEADERSHIP.

ON AN ANNUAL BASIS, THE BOARD OF DIRECTORS, AS WRF REPRESENTATIVES, SUBMIT A SIGNED DISCLOSURE OF SIGNIFICANT INTERESTS FORM WHICH IDENTIFIES EXISTING OR POTENTIAL RELATIONSHIPS THAT MAY CAUSE A CONFLICT OF INTEREST WITH WRF ACTIVITY. PAID STAFF, ALSO DEEMED WRF REPRESENTATIVES, SUBMIT A CONFLICT OF INTEREST STATEMENT WHEN THEY ARE HIRED, AND SUBSEQUENTLY AT THE BEGINNING OF EACH YEAR THEREAFTER, ARE RESPONSIBLE TO IMMEDIATELY SELF-REPORT ANY KNOWN CONFLICT OF INTEREST WHENEVER SUCH CONFLICT ARISES.

ANY DISCLOSURE IS FIRST ADJUDICATED BY WRF MANAGEMENT, PURSUANT TO GUIDELINES ESTABLISHED BY THE POLICY. MANAGEMENT WILL ELEVATE A DISCLOSED CONFLICT TO THE FOUNDATION'S AUDIT COMMITTEE FOR ITS OVERSIGHT, WHEN NECESSARY. THE AUDIT COMMITTEE PERFORMS THIS FUNCTION ON BEHALF OF THE BOARD OF DIRECTORS.

WRF'S CONFLICT OF INTEREST SETS STRINGENT GUIDELINES FOR CONDUCT, CONFIDENTIALITY, DECISION-MAKING AND ACCEPTANCE OF GRATUITIES. DECISIONS OF THIS COMMITTEE MAY BE APPEALED TO THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS. VIOLATION OF THE PROVISION OF THIS POLICY IS CAUSE FOR REMOVAL FROM WRF ACTIVITIES. DIRECTORS SHALL INFORM THE FULL BOARD AT THE OUTSET OF

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Employer identification number

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THE DISCUSSION OF PROPOSALS FOR POTENTIAL FUNDING OF ANY INVOLVEMENT OF THEIR ORGANIZATION IN ANY OF THE PROPOSALS UNDER CONSIDERATION. FOR PROJECTS IN WHICH A DIRECTOR'S ORGANIZATION IS THE PRIMARY SUBMITTER ON A PROPOSAL, THE DIRECTOR MUST EXCUSE HIMSELF/HERSELF FROM ALL DISCUSSION OF THE PROPOSAL BY LEAVING THE ROOM. THE DIRECTOR IS INELIGIBLE TO VOTE ON THE PROPOSAL.

DURING ITS NORMAL COURSE OF BUSINESS, WRF ALSO SEEKS INVOLVEMENT FROM SEVERAL VOLUNTEER COMMITTEES OR COUNCILS, COMPRISED PRIMARILY OF SUBSCRIBER PERSONNEL OR OTHER PROFESSIONALS WITH WATER-RELATED EXPERTISE. AS MONITORED BY A WRF REPRESENTATIVE, ALL COMMITTEE VOLUNTEERS ARE REQUIRED TO SELF-REPORT ANY EXISTING OR POTENTIAL CONFLICTS OF INTEREST. REPORTED CONFLICTS SHALL THEN BE ASSESSED BY WRF'S REPRESENTATIVE AND/OR WRF MANAGEMENT, WHO SHALL BE RESPONSIBLE TO ENFORCE THE PROVISIONS OF WRF'S CONFLICT OF INTEREST POLICY PURSUANT TO THAT VOLUNTEER'S LEVEL OF INVOLVEMENT OF DECISION-MAKING IN HIS/HER RESPECTIVE COMMITTEE OR COUNCIL.

FORM 990, PART VI, SECTION B, LINE 15:

EXECUTIVE COMMITTEE DELIBERATES AND REVIEWS THE CHIEF EXECUTIVE OFFICER'S COMPENSATION ANNUALLY IN PRIVATE SESSIONS. THE REVIEWS FOR FISCAL YEAR 2018 TOOK PLACE IN JUNE, 2019.

ALVAREZ AND MARSAL TAXAND, LLC PROVIDED AN INDEPENDENT COMPENSATION SURVEY OF CHIEF EXECUTIVE OFFICER'S COMPENSATION (SALARY AND BENEFITS) AND THE EXECUTIVE COMMITTEE MADE THEIR EVALUATION BASED ON THIS INFORMATION AND SUBMITTED THEIR DECISION TO THE FULL BOARD FOR THEIR ACTION.

THE EXECUTIVE COMMITTEE ALSO LOOKS FOR SIGNIFICANT DEVIATIONS FROM A NORMAL

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SALARY RANGE, IF APPLICABLE. CURRENTLY THERE ARE NO SIGNIFICANT DEVIATIONS FROM THE NORMAL REPORTED SALARY RANGE FOR SIMILAR CHIEF EXECUTIVE OFFICER POSITIONS.

WRF SALARY AND COMPENSATION PLAN IS REVIEWED ANNUALLY TO ENSURE THAT KEY EMPLOYEES ARE FAIRLY COMPENSATED USING COMPARATIVE DATA RECEIVED FROM EMPLOYERS' COUNCIL SURVEY INFORMATION. A SALARY BUDGET IS PREPARED ON THESE RESULTS. COMPENSATION, FRINGE BENEFIT CALCULATIONS AND GRAPHS ARE SUBMITTED TO THE FINANCE COMMITTEE FOR EVALUATION AT THEIR MEETING EACH NOVEMBER. THE FINANCE COMMITTEE SUBMITS ITS RECOMMENDATION FOR APPROVAL TO THE FULL BOARD FOR ACTION AT THE DECEMBER BOARD MEETING. THE MOST RECENT REVIEW AND APPROVAL BY THE BOARD WAS CONDUCTED IN DECEMBER 2018 FOR FISCAL YEAR 2019. THE RECOMMENDATION OF THE FINANCE COMMITTEE IS DOCUMENTED IN THEIR MEETING MINUTES AND BOARD APPROVAL IS DOCUMENTED IN THE BOARD MEETING MINUTES

FORM 990, PART VI, SECTION C, LINE 19:

THE ORGANIZATION'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

CHANGE IN MINIMUM PENSION LIABILITY	72,318.
UNREALIZED GAIN ON FOREIGN CURRENCY EXCHANGE	-71,830.
TOTAL TO FORM 990, PART XI, LINE 9	488.



Colorado Secretary of State
Date and Time: 12/14/2017 01:41 PM
ID Number: 19871492723
Document number: 20171926527
Amount Paid: \$25.00

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Articles of Amendment

filed pursuant to §7-90-301, et seq. and §7-130-105 of the Colorado Revised Statutes (C.R.S.)

1. For the entity, its ID number and entity name are

ID number 19871492723
(Colorado Secretary of State ID number)
Entity name Water Research Foundation

2. The new entity name (if applicable) is The Water Research Foundation

3. *(If the following statement applies, adopt the statement by marking the box and include an attachment)*

☐ This document contains additional amendments or other information.

4. *(Caution Leave blank if the document does not have a delayed effective date. Stating a delayed effective date has significant legal consequences. Read instructions before entering a date.)*

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