

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
2018
Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 01-01-2018, and ending 12-31-2018

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization DAIRY MANAGEMENT INC % QUINTON BAILY Doing business as		D Employer identification number 36-3992031
	Number and street (or P O box if mail is not delivered to street address) Room/suite 10255 W Higgins Road suite 900	E Telephone number (847) 803-2000	
	City or town, state or province, country, and ZIP or foreign postal code Rosemont, IL 60018		G Gross receipts \$ 159,678,406
F Name and address of principal officer Thomas Gallagher 10255 W Higgins Road Ste 900 Rosemont, IL 60018		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions) H(c) Group exemption number ▶	
I Tax-exempt status <input type="checkbox"/> 501(c)(3) <input checked="" type="checkbox"/> 501(c) (6) ◀ (insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			
J Website: ▶ WWW DAIRY ORG			
K Form of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		L Year of formation 1995	M State of legal domicile DC

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities TO INVEST DAIRY PRODUCER CHECKOFF FUNDS IN STRATEGIC, COORDINATED MARKETING PROGRAMS DESIGNATED TO INCREASE CONSUMPTION OF DAIRY PRODUCTS BOTH DOMESTICALLY AND INTERNATIONALLY			
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets			
Revenue	3 Number of voting members of the governing body (Part VI, line 1a)	3	81	
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	81	
	5 Total number of individuals employed in calendar year 2018 (Part V, line 2a)	5	298	
	6 Total number of volunteers (estimate if necessary)	6	61	
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0	
	7b Net unrelated business taxable income from Form 990-T, line 34	7b	-839,248	
			Prior Year	Current Year
Expenses	8 Contributions and grants (Part VIII, line 1h)	0	0	
	9 Program service revenue (Part VIII, line 2g)	155,016,092	159,678,406	
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	0	0	
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0	0	
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	155,016,092	159,678,406	
	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	1,595,000	1,620,000	
	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)	27,369,598	26,589,751	
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0	
	b Total fundraising expenses (Part IX, column (D), line 25) ▶0			
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	126,051,494	131,468,655		
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	155,016,092	159,678,406		
19 Revenue less expenses Subtract line 18 from line 12		0		
Net Assets or Fund Balances			Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	27,955,468	17,459,074	
	21 Total liabilities (Part X, line 26)	27,955,468	17,459,074	
22 Net assets or fund balances Subtract line 21 from line 20	0	0		

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	2019-11-14
	QUINTON BAILY CFO Type or print name and title	Date

Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN P01608257
	Firm's name ▶ ERNST & YOUNG US LLP			Firm's EIN ▶	
	Firm's address ▶ 950 MAIN AVENUE SUITE 1800 CLEVELAND, OH 44113			Phone no (216) 861-5000	

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

DAIRY MANAGEMENT INC (DMI) WAS FORMED IN 1995 BY THE NATIONAL DAIRY PROMOTION AND RESEARCH BOARD (NDB) AND THE UNITED DAIRY INDUSTRY ASSOCIATION (UDIA) DMI IS A MANAGEMENT ORGANIZATION THAT INVESTS DAIRY PRODUCER CHECKOFF FUNDS IN STRATEGIC, COORDINATED MARKETING PROGRAMS DESIGNED TO INCREASE CONSUMPTION OF U S DAIRY PRODUCTS BOTH DOMESTICALLY AND INTERNATIONALLY THE FORMATION OF DMI HAS CREATED EFFICIENCIES, GAINED THROUGH THE ELIMINATION OF REDUNDANCIES AND THE POWER OF JOINT PLANNING

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

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

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

If "Yes," describe these changes on Schedule O

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

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

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

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

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

4e Total program service expenses ▶

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1 through 22 regarding organizational requirements, such as political activities, lobbying, and financial reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 23 through 38 regarding compensation, bond issues, escrow accounts, 501(c)(3) organizations, and other IRS requirements.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V []

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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	2a 298			
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)		2b	Yes	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a		No
b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation in Schedule O</i>		3b		
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)? . . .		4a		No
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? . . .		5a		No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		No
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c		
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?		6a		No
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
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?		7a		
b If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		
d If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . .		7f		
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
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?		8		
9a Did the sponsoring organization make any taxable distributions under section 4966?		9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		
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?				
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		No
b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i>		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 4720, Schedule N		15		No
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O		16		No

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O See instructions Check if Schedule O contains a response or note to any line in this Part VI



Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year (81); 1b Enter the number of voting members included in line 1a, above, who are independent (81); 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? (No); 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? (No); 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? (No); 5 Did the organization become aware during the year of a significant diversion of the organization's assets? (No); 6 Did the organization have members or stockholders? (No); 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? (No); 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? (No); 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? (Yes); b Each committee with authority to act on behalf of the governing body? (Yes); 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O (No).

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

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

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed
18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you made these available Check all that apply
[] Own website [] Another's website [x] Upon request [] Other (explain in Schedule O)
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year
20 State the name, address, and telephone number of the person who possesses the organization's books and records
QUINTON BAILY 10255 W HIGGINS RD STE 900 Rosemont, IL 60018 (847) 803-2000

Part VIII Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e				
	f All other contributions, gifts, grants, and similar amounts not included above	1f				
	g Noncash contributions included in lines 1a - 1f \$ _____					
	h Total. Add lines 1a-1f		0			
Program Service Revenue	2a PROGRAM FUNDING REVENUE	Business Code				
		900099	115,442,333	115,442,333		
	b CORE FUNDING REVENUE	900099	37,478,105	37,478,105		
	c CONTRACT SERVICES REVENUE	900099	6,757,968	6,757,968		
	d _____					
	e _____					
	f All other program service revenue					
g Total. Add lines 2a-2f		159,678,406				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		0			
	4 Income from investment of tax-exempt bond proceeds		0			
	5 Royalties		0			
	6a Gross rents	(i) Real				
		(ii) Personal				
		b Less rental expenses				
		c Rental income or (loss)	0	0		
	d Net rental income or (loss)		0			
	7a Gross amount from sales of assets other than inventory	(i) Securities				
		(ii) Other				
		b Less cost or other basis and sales expenses				
		c Gain or (loss)				
	d Net gain or (loss)		0			
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a		0		
		b Less direct expenses	b	0		
c Net income or (loss) from fundraising events			0			
9a Gross income from gaming activities See Part IV, line 19	a		0			
	b Less direct expenses	b	0			
	c Net income or (loss) from gaming activities		0			
10a Gross sales of inventory, less returns and allowances	a		0			
	b Less cost of goods sold	b	0			
	c Net income or (loss) from sales of inventory		0			
Miscellaneous Revenue	Business Code					
11a _____						
b _____						
c _____						
d All other revenue						
e Total. Add lines 11a-11d		0				
12 Total revenue. See Instructions		159,678,406	159,678,406			

Part IX Statement of Functional Expenses

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

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

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.				
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.	1,620,000			
2 Grants and other assistance to domestic individuals. See Part IV, line 22.	0			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16.	0			
4 Benefits paid to or for members.	0			
5 Compensation of current officers, directors, trustees, and key employees.	1,901,081			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).	0			
7 Other salaries and wages.	18,233,960			
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).	2,432,079			
9 Other employee benefits.	2,538,690			
10 Payroll taxes.	1,483,941			
11 Fees for services (non-employees)				
a Management.	0			
b Legal.	428,057			
c Accounting.	22,557			
d Lobbying.	0			
e Professional fundraising services. See Part IV, line 17.	0			
f Investment management fees.	0			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	308,316			
12 Advertising and promotion.	0			
13 Office expenses.	1,727,879			
14 Information technology.	2,579,819			
15 Royalties.	0			
16 Occupancy.	1,896,320			
17 Travel.	3,184,161			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.	0			
19 Conferences, conventions, and meetings.	1,100,063			
20 Interest.	-41,748			
21 Payments to affiliates.	0			
22 Depreciation, depletion, and amortization.	270,311			
23 Insurance.	103,181			
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 DOMESTIC MARKETING	86,477,576			
b CONTRACT SERVICES	6,757,968			
c RESEARCH	7,613,020			
d EXPORT EXPENSES	18,761,427			
e All other expenses	279,748			
25 Total functional expenses. Add lines 1 through 24e.	159,678,406			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	341,177	1	183,702
	2 Savings and temporary cash investments	0	2	0
	3 Pledges and grants receivable, net	0	3	0
	4 Accounts receivable, net	967,860	4	795,635
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L	0	5	0
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L	0	6	0
	7 Notes and loans receivable, net	5,114,987	7	2,397,881
	8 Inventories for sale or use	0	8	0
	9 Prepaid expenses and deferred charges	961,400	9	965,610
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 2,780,174		
	b Less accumulated depreciation	10b 1,911,470	1,056,958	10c 868,704
	11 Investments—publicly traded securities	0	11	0
	12 Investments—other securities See Part IV, line 11	0	12	0
	13 Investments—program-related See Part IV, line 11	0	13	0
	14 Intangible assets	0	14	0
	15 Other assets See Part IV, line 11	19,513,086	15	12,247,542
16 Total assets. Add lines 1 through 15 (must equal line 34)	27,955,468	16	17,459,074	
Liabilities	17 Accounts payable and accrued expenses	20,758,647	17	14,574,770
	18 Grants payable	0	18	0
	19 Deferred revenue	42,165	19	12,691
	20 Tax-exempt bond liabilities	0	20	0
	21 Escrow or custodial account liability Complete Part IV of Schedule D	0	21	0
	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	0	22	0
	23 Secured mortgages and notes payable to unrelated third parties	0	23	0
	24 Unsecured notes and loans payable to unrelated third parties	5,455,986	24	2,397,882
	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	1,698,670	25	473,731
	26 Total liabilities. Add lines 17 through 25	27,955,468	26	17,459,074
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets		27	
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> 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	0	33	0	
34 Total liabilities and net assets/fund balances	27,955,468	34	17,459,074	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	159,678,406
2	Total expenses (must equal Part IX, column (A), line 25)	2	159,678,406
3	Revenue less expenses Subtract line 2 from line 1	3	0
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	0
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	0

Part XII Financial Statements and Reporting

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

- 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
- 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
- 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
- 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?
- 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

	Yes	No
2a		No
2b	Yes	
2c	Yes	
3a		No
3b		

Software ID:**Software Version:****EIN:** 36-3992031**Name:** DAIRY MANAGEMENT INC

Form 990 (2018)

Form 990, Part III, Line 4a:

DMI PARTNERS WITH FOODSERVICE INDUSTRY LEADERS TO HELP CREATE DAIRY-BASED INNOVATION TO DRIVE DAIRY SALES AND BUILD TRUST IN DAIRY PRODUCTS. IN 2017, WE HAD FOUR DOMESTIC, U.S. FOCUSED PARTNERS: DOMINOS, PIZZA HUT, TACO BELL AND MCDONALDS. BASED UPON THE SUCCESS OF OUR U.S. PARTNERSHIPS WITH YUM! BRANDS, WHICH INCLUDES TACO BELL, PIZZA HUT AND KFC, WE EXPANDED OUR PARTNERSHIP FOCUS AND ADDED TWO PILOT INTERNATIONAL PARTNERSHIPS: KFC, FOCUSED ON LATIN AMERICA, CARIBBEAN AND PIZZA HUT, FOCUSED ON ASIA PACIFIC. THE GOAL OF INTERNATIONAL PARTNERSHIPS IS TO INCREASE U.S. DAIRY EXPORTS TO THESE MARKETS. DMI PARTNERS WITH THESE LARGE CATALYTIC COMPANIES BECAUSE THEY ARE INDUSTRY LEADERS WHO HAVE THE POTENTIAL TO DELIVER INCREMENTAL AND SUSTAINABLE DAIRY SALES. MOREOVER, THESE PARTNERS ARE CLOSELY WATCHED BY OTHERS IN FOODSERVICE. THEIR INNOVATION, WHETHER PRODUCT-BASED OR TECHNOLOGY BASED, CREATED A CATALYTIC EFFECT, WHERE OTHERS FOLLOW THEIR ACTIONS. THESE PARTNERS ARE CHOSEN BECAUSE THEY COMMIT TO INVEST IN INNOVATION AND MARKETING IN SUPPORT OF DAIRY-BASED PRODUCTS, AND THEY ARE WILLING TO PARTNER ON OTHER DAIRY INDUSTRY PRIORITIES. DMI SUPPORTS A RANGE OF PROGRAMS AND INITIATIVES WITH THESE INFLUENTIAL AND GLOBAL FOODSERVICE INDUSTRY LEADERS. THE PROGRAMS FOCUS ON PROVIDING DAIRY EXPERTISE AND INVESTMENT IN THE AREAS OF CONSUMER INSIGHTS, NEW PRODUCT DEVELOPMENT, NEW STORE AND NEW TECHNOLOGY TESTING, CONSUMER COMMUNICATIONS, AND CORPORATE SOCIAL RESPONSIBILITY. FURTHER, DMI PROVIDES ON-SITE SCIENTISTS AND/OR CULINARY EXPERTS WHO LEAD PRODUCT DEVELOPMENT OF DAIRY-BASED FOOD AND BEVERAGE PRODUCTS. DMI ALSO PROVIDES EXPERTISE AND CONSULTANTS IN THE AREAS OF MARKETING, CONSUMER INSIGHTS & RESEARCH, NUTRITION, SUSTAINABILITY, ANIMAL CARE, FOOD SAFETY, REGULATORY ENVIRONMENT AND DAIRY COMMUNICATIONS. DAIRY REPRESENTS A SUBSTANTIAL PORTION OF THE PARTNERS' MENUS. IN FACT, IT IS MORE THAN 70% OF ALL THEIR MENU ITEMS. Over the last five years, THESE PARTNERS HAVE SPENT \$7.5 BILLION ON DAIRY-FOCUSED ADVERTISING, featuring DAIRY-BASED PRODUCTS SUCH AS PIZZA, TACOS, ICE CREAM AND COFFEE DRINKS. SINCE THE START OF THESE PARTNERSHIPS IN 2009, THEIR COMBINED MILK EQUIVALENT TONNAGE HAS GROWN BY 2.2 BILLION MILK POUNDS AND AVERAGED 3.4% GROWTH PER YEAR. 2018 HIGHLIGHTS INCLUDE the relaunch of MCDONALD'S McCafe coffee and drinkable desserts product portfolio. In 2016, DMI helped support new product concept development and product formulation work against the McCafe portfolio. Items such as Macchiatos, Frappes and new Lattes were tested with consumers. DMI helped support a marketing test for these in Seattle in 2017. The test market was so successful that McDonald's launched the program nationally in 2018 to all 14,000+ US restaurants behind a \$100M marketing campaign and invested in new espresso equipment. The McCafe program was so successful that other major chains soon announced a similar espresso coffee platform investment, with chains such as Dunkin', Panera and Burger King announcing 2019 platform launches. In 2018, CHECKOFF INVESTED IN TECHNOLOGY INNOVATION PLATFORMS AT DOMINOS, WHICH EXPAND AVAILABILITY AND ACCESS TO PIZZA. Examples include Dominos Hotspots, which enables consumers to create a new delivery location for pizza at places such as beaches and tailgate events. DOMINOS AND DMI CONTINUED TO PARTNER ON ITS SMART SLICE SCHOOL PIZZA PROGRAM. SMART SLICE IS NOW IN MORE THAN 11,500 SCHOOLS serving five million students. DOMINOS ALSO SUPPORTS BUILDING TRUST IN THE DAIRY INDUSTRY. In 2018, DOMINOS INCREASED AWARENESS OF THE UNDENIABLY DAIRY CAMPAIGN BY INCLUDING FARMER MESSAGING ON SEVEN MILLION PIZZA BOXES PER WEEK and added the Undenably Dairy messaging to their consumer Pizza Tracker, with exposure to over three million consumers per week. THESE EFFORTS HELPED DOMINOS GROW MILK EQUIVALENT TONNAGE BY 8.7% IN 2018. CHECKOFF STARTED TO PARTNER WITH PIZZA HUT IN LATE 2013 TO HELP TURN AROUND THEIR STRUGGLING U.S. BUSINESS. In 2018, DMI PARTNERED WITH PIZZA HUT ON NEW PRODUCT PLATFORMS FOCUSED ON PUTTING CHEESE IN MORE PLACES. In 2018, DMI helped introduce the cheesiest Pan Pizza ever, the Double Cheesy Crust Pan Pizza. Described as a combination of Stuffed Crust Pizza and Original Pan Pizza, the new Double Cheesy Crust Pan Pizza combines a signature ring of melted cheese from the brands Stuffed Crust to deliver more than twice the cheese of a normal hand-tossed pizza. Further, DMI helped relaunch the signature Pan Pizza with 25% more cheese. This relaunch will deliver 150 million more pounds of milk in Pizza Huts 6,000 restaurants across the U.S. SINCE THE TACO BELL PARTNERSHIP BEGAN, DMI HAS HELPED TACO BELL EVOLVE IN HOW THEY USE DAIRY, FROM INCORPORATING IT AS A GARNISH TO EVOLVING INTO BEING MORE OF A KEY INGREDIENT TO DRIVE FLAVOR, PROTEIN AND/OR INNOVATION. In 2018, DMI, PARTNERED WITH TACO BELL to introduce new touchpoints behind delivery and catering to ensure dairy relevance for those occasions. Further, we helped expand Taco Bells breakfast presence with the first dairy and steak product: Steak and Egg Stackers, with four times the cheese of a normal taco. Taco Bell has averaged 3.4 percent dairy sales growth since the inception of our partnership in 2012. OUR YUM INTERNATIONAL PILOT PARTNERSHIPS BEGAN IN 2017 AND HAS MADE SIGNIFICANT PROGRESS THROUGH OUR PARTNERSHIP WITH PIZZA HUT IN ASIA PACIFIC. WE HAVE CREATED AWARENESS BY INCORPORATING MADE WITH U.S. CHEESE MESSAGING INTO ADVERTISING AND POINT OF PURCHASE MATERIALS FOR MENU ITEMS LIKE STUFFED CRUST PIZZA WHICH USES U.S. STRING CHEESE. WE ALSO LAUNCHED FIVE NEW PIZZAS IN THE REGION THAT USE U.S. CHEESE. AS A RESULT, IN 2018, U.S. CHEESE SALES AT PIZZA HUT ASIA PACIFIC INCREASED 29% SINCE 2016, BEFORE THE PARTNERSHIP BEGAN. OUR KFC LATIN AMERICA & CARIBBEAN PARTNERSHIP BEGAN LATER IN 2017 AND HAS FOCUSED ON CREATING A PIPELINE OF CHICKEN AND U.S. CHEESE MENU ITEMS. THE FIRST ITEM WILL LAUNCH IN LEAD MARKETS IN JULY 2019, WITH MORE TO FOLLOW IN 2020+, THANKS TO A TEAM EFFORT INCLUDING DMIS ON-SITE DAIRY SCIENTIST WHO WORKS WITH THE KFC LATIN AMERICA & CARIBBEAN TEAM. FLUID MILK PARTNERSHIPS: THE DAIRY CHECKOFF PROGRAM, WORKING WITH COMMITTED MILK PROCESSORS, HAS EMBARKED ON A COMPREHENSIVE REVITALIZATION STRATEGY TO REINVENT THE MILK EXPERIENCE FOR CONSUMERS. THE FOCUS INCLUDES MILK AS A STAND-ALONE BEVERAGE AS WELL AS AN INGREDIENT IN OTHER BEVERAGE SEGMENTS SUCH AS COFFEE, TEA, SMOOTHIES, ENERGY DRINKS AND MORE. AS PART OF THE EFFORTS TO REVITALIZE FLUID MILK, THE DMI BOARD APPROVED PARTNERSHIPS WITH EIGHT COMPANIES WHO ARE LEADERS AND INNOVATORS IN THE MILK AND BEVERAGE ARENA INCLUDING DAIRY FARMERS OF AMERICA (DFA), DARIGOLD/NORTHWEST DAIRY ASSOCIATION, THE KROGER COMPANY, HP HOOD, MARYLAND & VIRGINIA MILK PRODUCERS COOPERATIVE ASSOCIATION, INC., SHAMROCK FARMS, SOUTHEAST MILK, INC., AND COCA-COLA/FAIRLIFE. THE HP HOOD PARTNERSHIP CAME TO A CONCLUSION IN 2015, while fairlife completed in 2018. Since the launch of DMIs fluid milk partnerships, our partners have delivered a cumulative sales growth of more than \$500M. fairlife milk is the primary driver of these results. DMI ASSISTED AND INVESTED IN THE NATIONAL 2015 LAUNCH OF FAIRLIFE MILK. THE GOAL WAS TO CREATE A NATIONAL FLUID MILK BRAND LEVERAGING THE RESOURCES AND SCALE OF COCA-COLA. FAIRLIFE HAS BEEN A TREMENDOUS SUCCESS AND CONTINUES TO GROW, ACHIEVING DOLLAR SALES OF \$450M IN 2018, A FEAT THAT FEWER THAN ONE PERCENT OF NEW PRODUCTS ACHIEVE. More than 60 PERCENT OF CONSUMERS REPEAT THEIR PURCHASES OF FAIRLIFE, A GOOD PREDICTOR OF ITS SUCCESS MOVING FORWARD. BASED UPON FAIRLIFE'S INITIAL SUCCESS, FAIRLIFE'S OWNERS HAVE ANNOUNCED THE ADDITION OF TWO NEW PRODUCTION LINES TO MEET CONSUMER DEMAND. THESE WERE IN PROCESS IN 2018. FURTHER, FAIRLIFE ALSO ANNOUNCED A NEW ARIZONA PLANT SET TO COMMENCE FIRST MILK PRODUCTION IN LATE 2019. IN 2017, DMI WORKED WITH SHAMROCK FOODS TO LAUNCH SHAMROCK FARMS COLD BREW COFFEE & MILK IN SINGLE-SERVE BOTTLES. THE GOAL OF THIS LAUNCH IS TO HELP ENSURE MILK IS A KEY INGREDIENT IN THE GROWING READY-TO-DRINK COFFEE CATEGORY, WHICH HAS ACHIEVED \$3.5B OF SALES IN 2018. TO SUPPORT SHAMROCK'S EAST COAST MARKET EXPANSION, SHAMROCK ANNOUNCED THE COMPANY WILL INVEST MORE THAN \$40 MILLION TO EXPAND ITS FACILITIES IN VIRGINIA. THIS WILL ENABLE THE EAST COAST EXPANSION OF MILK-BASED, SINGLE-SERVE BEVERAGES SUCH AS THE SHAMROCK COLD BREW COFFEE & MILK AND ROCKIN' REFUEL, WHICH CHECKOFF ALSO HELPED DEVELOP AND SUPPORT FOR SHAMROCK FOODS. In 2018, DMI PARTNERED WITH DAIRY FARMERS OF AMERICA (DFA) TO LAUNCH a yogurt smoothie product IN MINNEAPOLIS AND WISCONSIN AND SUPPORTED IT WITH TV ADVERTISING. KROGER COMMENCED INNOVATION ACTIVITIES AND HAS IDENTIFIED SEVERAL INNOVATION PLATFORM AREAS FOR LAUNCH. In 2018, KROGER developed a line of flavored whole milk beverages to launch in January 2019. OUR PARTNERSHIPS ARE ALREADY STIMULATING CHANGE IN THE INDUSTRY AND FUNDAMENTALLY CHANGING THE WAY THE FLUID MILK INDUSTRY DOES BUSINESS.

Form 990, Part III, Line 4b:

EXPORT DMI IMPLEMENTS MARKETING PROGRAMS TO FACILITATE THE SALES OF U S PRODUCED DAIRY PRODUCTS IN INTERNATIONAL MARKETS AND U S PRODUCED DAIRY INGREDIENTS OUTSIDE THE UNITED STATES DMI ALSO PROVIDES TRADE AND ACCESS SUPPORT FOR EXPORTS INTO INTERNATIONAL MARKETS

Form 990, Part III, Line 4c:

FUEL UP TO PLAY 60 FUEL UP TO PLAY 60 (FUTP 60) IS DAIRY'S BEST SUCCESS STORY WHEN IT COMES TO ADVANCING HEALTH AND WELLNESS AMONG YOUTH AT ITS CORE, FUTP 60 IS AN IN-SCHOOL HEALTH AND WELLNESS PROGRAM DESIGNED TO ENGAGE AND EMPOWER YOUTH TO TAKE ACTION FOR THEIR OWN HEALTH BY IMPLEMENTING LONG-TERM, POSITIVE CHANGES FOR THEMSELVES, THEIR SCHOOLS AND BEYOND CUSTOMIZABLE AND NON-PRESCRIPTIVE PROGRAM COMPONENTS ARE GROUNDED IN RESEARCH WITH YOUTH, INCLUDING TOOLS AND RESOURCES, IN-SCHOOL PROMOTIONAL MATERIALS, A WEBSITE, STUDENT ENGAGEMENT ACTIVITIES AND GRANTS TO FUND SUSTAINABLE CHANGES - ESPECIALLY IN PROVIDING INCREMENTAL ACCESS TO SCHOOL NUTRITION WITH AN EMPHASIS ON DAIRY FUTP 60 WAS FOUNDED IN 2009 BY THE NATIONAL DAIRY COUNCIL (NDC) AND THE NATIONAL FOOTBALL LEAGUE (NFL), IN COLLABORATION WITH THE U S DEPARTMENT OF AGRICULTURE SINCE THAT TIME FUTP 60 HAS BECOME THE LARGEST IN-SCHOOL HEALTH & WELLNESS PROGRAM IN THE UNITED STATES WITH OVER 73,000 SCHOOLS ENROLLED, REACHING 38 MILLION STUDENTS THE PROGRAM HAS HELPED TO CHANGE SCHOOL ENVIRONMENTS TO BETTER SUPPORT PROPER NUTRITION AND PHYSICAL ACTIVITY, AND BECAUSE OF FUEL UP TO PLAY 60, 14 MILLION STUDENTS ARE EATING HEALTHIER AND 18 MILLION ARE MORE PHYSICALLY ACTIVE THE PROGRAM HAS NOT ONLY BEEN WELL RECEIVED BY SCHOOLS AS IT HELPS THEM IMPROVE THE SCHOOL HEALTH AND WELLNESS ENVIRONMENT, ESPECIALLY IN UNDERSERVED SCHOOLS, BUT IT ALSO HAS BEEN EMBRACED BY THOSE OUTSIDE OF THE DAIRY INDUSTRY WHO SEE THE VALUE OF ENGAGING IN THE PROGRAM INCLUDING MANY OTHER HEALTH AND NUTRITION ORGANIZATIONS OUR SUCCESS WITH FUTP 60 GOES BEYOND HEALTHY EATING AND PHYSICAL ACTIVITY IN SCHOOLS IT IS ABOUT THE TOTAL HEALTH OF THE CHILD, AND THE POSITIVE IMPACT ON COMMUNITIES To help advance its mission to protect and grow sales and trust in dairy, DMI/Innovation Center for U S Dairy launched an industry-wide initiative in June 2017 Undeniably Dairy Now in its third year, Undeniably Dairy is leading the implementation of a loud and proud consumer-centric, multi-stakeholder, multi-year campaign that demonstrates the relevance and responsibility of dairy farmers and the dairy community, drawing from its values and practices across the value chain from the farm to the fridge Undeniably Dairy achieves this effort by engaging the dairy community, influencers and others to tell its story around four pillars that drive content and storytelling responsibly produced, locally driven, nutrient rich, and real enjoyment Further, the campaign accomplishes this by building integrated systems that expand reach, raise awareness and build participation through - Integrated communications A comprehensive approach that includes media and other channel partnerships, digital (websites, search, and social strategies), earned and social media, and through events and experiences - Influencer outreach Establishing and/or strengthening relationships with critical media, reputational (e g , dietitians, health professional organizations, environmental and animal care leaders) and cultural influencers (e g , food and lifestyle bloggers) that reach consumers - Community engagement Rallying the dairy, food and other relevant communities to amplify, customize and create content around Undeniably Dairy and its pillars to further unify and strengthen dairys voice, including engagement among farmers, processors and manufacturers, retailers, and agribusiness In its first two years, Undeniably Dairy has made an impact with consumers on behalf of farmers and the dairy community For example - More than 4 billion total impressions since the start of the campaign - More than 620 million total paid impressions - Nearly 130 video views - More than 2,000 earned media placements - More than 300 dairy community and other allied industry organizations and companies engaging in Undeniably Dairy

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Adams Cynthia Director	1 0 0 0	X						0	0	0
Ahlem Carol Director	1 0 0 0	X						0	0	0
Anglin WRyan Director	1 0 0 0	X						0	0	0
Ballard Steve Director	1 0 0 0	X						0	0	0
Bikowsky Patty Director	1 0 0 0	X						0	0	0
Bossard Bret Director	1 0 0 0	X						0	0	0
Brazil Christopher Director	1 0 0 0	X						0	0	0
Brubaker John Director	1 0 1 0	X						0	8,400	0
Byrna Richard Director	1 0 1 0	X						0	2,600	0
Caballero Craig Director	1 0 0 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Carrol Doug Director	1 0 0 0	X						0	0	0
Chamberlain Warren Director	1 0 0 0	X						0	0	0
Chapin Chen Director	1 0 0 0	X						0	0	0
Combs Bobby Director	1 0 0 0	X						0	0	0
Deutsch Bill Director	1 0 1 0	X						0	4,100	0
Donahoe Audrey Director	1 0 1 0	X						0	7,800	0
Dziurgot Melissa Director	1 0 0 0	X						0	0	0
Easter Glen Director	1 0 1 0	X						0	0	0
Eberle Stacy Director	1 0 0 0	X						0	0	0
Esplin Brian Director	1 0 1 0	X						0	6,500	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Ferguson Mike Director	1 0	X						0	3,400	0
Fullmer Chace Director as of may 2018	1 0	X						0	1,300	0
Gibson Gregory Director	1 0	X						0	0	0
Gilbert Dan Director	1 0	X						0	3,600	0
Hancock Larry Director as of Nov 2018	1 0	X						0	0	0
Hardie David Skip Secretary	1 0	X						0	8,000	0
Hardy Jeffrey Director	1 0	X						0	4,300	0
Heatwole Jerrel Director	1 0	X						0	0	0
Hetzel Jennifer Director	1 0	X						0	0	0
Hershey Marilyn Chair as of Feb 2018	1 0	X						0	39,700	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Hilan Evan Director	1 0 0 0	X						0	0	0
Hoewischer Mark Director as of sept 2018	1 0 1 0	X						0	1,600	0
Hoff Neil Director	1 0 1 0	X						0	25,875	0
Hoffman Ralph Director	1 0 0 0	X						0	0	0
Hood Tim Director	1 0 1 0	X						0	2,700	0
Horst Vernon Director	1 0 1 0	X						0	3,100	0
Hotveldt Dan Director	1 0 1 0	X						0	0	0
Howrigan Jr Harold Director	1 0 1 0	X						0	2,700	0
Jackson David Director	1 0 0 0	X						0	0	0
Jacquier James Director	1 0 1 0	X						0	2,100	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Kasper Tom Director as of Nov 2018	1 0 1 0	X						0	0	0
Korn Kim Director	1 0 0 0	X						0	0	0
Krause Charles Director	1 0 1 0	X						0	4,100	0
Larson John Director	1 0 0 0	X						0	0	0
Levzow Becky Director	1 0 0 0	X						0	0	0
Maddox Stephen Vice Chair	1 0 0 0	X						0	0	0
Mellema Sieto Director	1 0 1 0	X						0	0	0
Merrill Allen Director	1 0 1 0	X						0	2,500	0
Miller Orville Director	1 0 0 0	X						0	0	0
Moore Kevin Director as of feb 2018	1 0 1 0	X						0	4,200	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Mueller Lowell Director	1 0	X						0	3,000	0
Neahrng Steve Director	1 0	X						0	3,400	0
Oosten Mike Director	1 0	X						0	0	0
Peterson Alex Director	1 0	X						0	0	0
Phares Steve Director	1 0	X						0	3,400	0
Podtburg Rick Director	1 0	X						0	3,900	0
Pyle David Director	1 0	X						0	0	0
Ramsey Lynn Director	1 0	X						0	0	0
Reid Jim Director	1 0	X						0	6,100	0
Roecker Randy Director	1 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Rovey Paul Director (Chair thru Feb 2018)	1 0 1 0	X						0	12,900	0
Schap Eddie Director	1 0 0 0	X						0	0	0
Schilter Michelle Director	1 0 1 0	X						0	4,800	0
Scott Brad Director	1 0 0 0	X						0	0	0
Seefeldt Connie Director	1 0 0 0	X						0	0	0
Skiba Kathleen Director	1 0 0 0	X						0	0	0
Stitzlein Earl Director	1 0 1 0	X						0	3,300	0
Strassburg Jeff Director	1 0 1 0	X						0	5,100	0
Sukalski Christine Director	1 0 1 0	X						0	3,200	0
Titlon-Flood Jennifer Director	1 0 1 0	X						0	4,400	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Tjaarda Pauline Director	1 0 0 0	X						0	0	0
Tjaarda Perry Director	1 0 0 0	X						0	1,500	0
Vander Eyk Arlene Director	1 0 0 0	X						0	0	0
Vander Kooi Deb Director	1 0 0 0	X						0	0	0
VanDyke Dan Director as of March 2018	1 0 1 0	X						0	2,600	0
Webb James Director	1 0 0 0	X						0	0	0
Werkhoven Dolores Director as of June 2018	1 0 0 0	X						0	0	0
Werkhoven Jim Director	1 0 1 0	X						0	2,000	0
Werth Corby Director	1 0 1 0	X						0	3,800	0
Woods Tom Director	1 0 1 0	X						0	3,200	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Zimbelman Rosemarie Director as of Nov 2018	1 0	X						0	0	0
ALEXANDER LARRY DIRECTOR THRU SEPT 2018	1 0	X						0	0	0
BOYLE JR JIM DIRECTOR THRU OCT 2018	1 0	X						0	0	0
DIEDERICH RAYMOND DIRECTOR THRU NOV 2018	1 0	X						0	0	0
DORSEY THOMAS DIRECTOR THRU JULY 2018	1 0	X						0	0	0
KELSAY JOE DIRECTOR THRU NOV 2018	1 0	X						0	0	0
KOLLER RANDALL DIRECTOR THRU NOV 2018	1 0	X						0	0	0
MEDEIROS BRIAN DIRECTOR THRU JULY 2018	1 0	X						0	0	0
NOBIS KEN DIRECTOR THRU MAY 2018	1 0	X						0	0	0
ROELOFFS ARIE DIRECTOR THRU NOV 2018	1 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
TEKIPPE-SCHMITT JESSICA DIRECTOR THRU NOV 2018	1 0 0 0	X						0	0	0
VANLIESHOUT CYNDY DIRECTOR THRU NOV 2018	1 0 0 0	X						0	0	0
VISSER JEREMY DIRECTOR THRU JULY 2018	1 0 1 0	X						0	0	0
Baily Quinton CFO	30 0 0 0			X				326,006	0	44,727
O'Brien Barbara President	40 0 0 0			X				575,508	0	78,943
Gallagher Thomas P CEO	40 0 0 0			X				836,569	0	39,328
Engelmann Elizabeth A Executive Vice President	40 0 0 0					X		455,053	0	77,816
Leitner Mark A Executive Vice President	40 0 0 0					X		497,743	0	53,983
Miller Gregory D Executive Vice President	40 0 0 0					X		563,472	0	76,179
Ragalie-Carr Jean H Executive Vice President	40 0 0 0					X		442,874	0	51,767

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former				
Vilsack Thomas J Executive Vice President	40 0 0 0					X		979,336	0	20,085	
Gibbs Carolyn Former Officer	0 0 0 0						X	434,889	0	0	

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 the latest information.

OMB No 1545-0047
2018
Open to Public Inspection

Name of the organization
DAIRY MANAGEMENT INC

Employer identification number
36-3992031

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?	<input type="checkbox"/> Yes <input type="checkbox"/> 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?	<input type="checkbox"/> Yes <input type="checkbox"/> No	

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

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

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

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

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

	Held at the End of the Year	
a Total number of conservation easements	2a	
b Total acreage restricted by conservation easements	2b	
c Number of conservation easements on a certified historic structure included in (a)	2c	
d Number of conservation easements included in (c) acquired after 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 ► \$ _____

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

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

Part IV Escrow and Custodial Arrangements.

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

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table
- | | Amount |
|--|--------|
| c Beginning balance | |
| d Additions during the year | |
| e Distributions during the year | |
| f Ending balance | |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . Yes No
- b** If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as
- a** Board designated or quasi-endowment ▶
 - b** Permanent endowment ▶
 - c** Temporarily restricted endowment ▶
- The percentages on lines 2a, 2b, and 2c should equal 100%
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by
- | | | |
|--|-----|----|
| (i) unrelated organizations | Yes | No |
| (ii) related organizations | | |
| b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? | | |
- 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		1,455,043	875,889	579,154
d Equipment		624,792	370,481	254,311
e Other		700,339	665,100	35,239
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				868,704

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

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

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

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

Part IX Other Assets. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15

(a) Description	(b) Book value
(1) DUE FROM AFFILIATES	12,247,542
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15)	12,247,542

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

(a) Description of liability	(b) Book value
(1) Federal income taxes	0
DUE TO AFFILIATES	473,731
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25)	473,731

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

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

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

1	Total revenue, gains, and other support per audited financial statements		1	159,678,406
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	159,678,406
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)		5	159,678,406

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	159,678,406
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	159,678,406
4	Amounts included on Form 990, Part IX, line 25, but not on line 1 :			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)		5	159,678,406

Part XIII Supplemental Information

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

Return Reference	Explanation	
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Part XIII **Supplemental Information (continued)**

Return Reference	Explanation
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**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.
▶ Attach to Form 990.
▶ 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
DAIRY MANAGEMENT INC

Employer identification number
36-3992031

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

- 1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States
- 3** Activities per Region (The following Part I, line 3 table can be duplicated if additional space is needed)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e.g., fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
See Add'l Data					
3a Sub-total					4,332,002
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)					4,332,002

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

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

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

Part 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

Additional Data

Software ID:

Software Version:

EIN: 36-3992031

Name: DAIRY MANAGEMENT INC

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
South America			Program Services	Marketing Support	1,360,482
North America			Program Services	Marketing Support	664,843

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
East Asia and the Pacific			Program Services	Marketing Support	2,306,677

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I (Form 990)

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

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

Attach to Form 990. Go to www.irs.gov/Form990 for the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Name of the organization DAIRY MANAGEMENT INC

Employer identification number

36-3992031

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?
2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

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

Table with 7 columns: (a) Name and address of organization or government, (b) EIN, (c) IRC section (if applicable), (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation (book, FMV, appraisal, other), (g) Description of noncash assistance, (h) Purpose of grant or assistance. Rows include Youth Improved Inc and DAIRY RESEARCH INSTITUTE.

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

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22

Part III can be duplicated if additional space is needed

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
SCHEDULE I, PART I, LINE 2	MANAGEMENT REVIEWS THE GRANTEE'S PERIODIC FINANCIAL REPORTS TO MONITOR THE USE OF FUNDS AWARDED

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
DAIRY MANAGEMENT INC

Employer identification number
36-3992031

Part I Questions Regarding Compensation

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

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 Baily Quinton CFO	(i)	309,000	20,000	-2,994	30,900	13,827	370,733	0
	(ii)	0	0	0	0	0	0	0
2 O'Brien Barbara President	(i)	548,625	35,000	-8,117	46,000	32,943	654,451	0
	(ii)	0	0	0	0	0	0	0
3 Gallagher Thomas P CEO	(i)	625,000	0	211,569	26,757	12,571	875,897	0
	(ii)	0	0	0	0	0	0	0
4 Gibbs Carolyn Former Officer	(i)	0	0	434,889	0	0	434,889	434,889
	(ii)	0	0	0	0	0	0	0
5 Engelmann Elizabeth A Executive Vice President	(i)	433,675	30,000	-8,622	43,368	34,448	532,869	0
	(ii)	0	0	0	0	0	0	0
6 Leitner Mark A Executive Vice President	(i)	346,000	25,000	126,743	34,600	19,383	551,726	0
	(ii)	0	0	0	0	0	0	0
7 Miller Gregory D Executive Vice President	(i)	465,750	30,000	67,722	46,000	30,179	639,651	0
	(ii)	0	0	0	0	0	0	0
8 Ragalie-Carr Jean H Executive Vice President	(i)	346,725	25,000	71,149	34,673	17,094	494,641	0
	(ii)	0	0	0	0	0	0	0
9 Vilsack Thomas J Executive Vice President	(i)	824,000	106,090	49,246	27,500	-7,415	999,421	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
SCHEDULE J, PART I, LINE 1A	First class travel is only available to the CEO as authorized by the board of directors. The travel is not taxable since it is part of an accountable plan. Tax indemnification is available to the CEO only and is included in taxable wages. Officers, key employees and highest compensated employees have the option of receiving health club benefits under the executive flexible benefits account.

Return Reference	Explanation
SCHEDULE J, PART I, LINE 4A	Carolyn Gibbs received a severance payment of \$434,889 in 2018, her second payment as part of a 2-year agreement. These amounts are included on schedule j, part ii, column b (ii). Carolyn Gibbs second year severance payment was paid in 2018 and was reported as deferred compensation on schedule j, part ii, column (c) in 2017.

Return Reference	Explanation
SCHEDULE J, PART I, LINE 4B	<p>DMI provides a non-qualified defined contribution benefit for executives whose thrift & savings plan (401k plan) benefits are affected by the IRS annual compensation limits. DMI will automatically defer, on the behalf of a participant, employer contributions "lost" under the thrift & savings plan due to federal tax laws that place a limit on the amount of compensation that a qualified plan can use in making benefit calculations. This annual compensation limit for 2018 as defined in IRS code section 401(a)(17) is \$275,000. The balance in each nonqualified plan account is credited to executives annually with interest based on an average of the wall street journal prime rates published on the first day of each calendar month. This balance accumulates over the course of the executives tenure at DMI and vests and becomes payable at termination of employment. As part of the process of terminating the defined benefit pension plan, DMI instituted a retirement transition program. Its purpose is to reduce the severity of the benefit reduction experienced by employees close to retirement age as DMI transitioned from a combination defined benefit/defined contribution benefit structure to an all defined contribution benefit structure. In 2018, Greg Miller was paid \$73,030, Jean Ragalie-Carr was paid \$72,085 and Mark Leitner was paid \$127,801 under this program. These amounts paid are also reported on schedule j, part ii, column b(iii). Thomas Gallagher participated in a supplemental nonqualified retirement program in which benefits vest at year-end and are paid by March 15 of the following year. The benefits represent employer contributions lost under the thrift & savings plan due to federal tax laws that place a limit on the amount of compensation that a qualified plan can use in making benefit calculations. He was paid a benefit of \$62,555 in 2018 which is included on schedule j, part ii, column (b)(iii).</p>



SCHEDULE O
(Form 990 or 990-EZ)

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.

OMB No 1545-0047

2018

Open to Public Inspection

Department of the Treasury

Name of the organization
DAIRY MANAGEMENT INC

Employer identification number

36-3992031

990 Schedule O, Supplemental Information

Return Reference	Explanation
DESCRIBE THE PROCESS USED BY MANAGEMENT &/OR GOVERNING BODY TO	REVIEW 990 FORM 990, PART VI, LINE 11A FORM 990 IS AVAILABLE TO ALL BOARD MEMBERS FOR REVIEW UPON REQUEST MANAGEMENT REVIEWS THE DETAILS OF THE FORM 990 WITH THE ORGANIZATION'S ATTORNEYS AND ITS AUDIT AND TAX FIRM

990 Schedule O, Supplemental Information

Return Reference	Explanation
DESCRIPTION OF PROCESS TO MONITOR TRANSACTIONS FOR CONFLICTS OF	INTEREST FORM 990, PART VI, LINE 12C THE CONFLICT OF INTEREST POLICY IS REVIEWED IN DETAIL WITH THE BOARD AND BY THE ORGANIZATION'S CORPORATE ATTORNEYS ANNUALLY BOARD MEMBERS ARE REQUIRED TO COMPLETE AN ANNUAL CERTIFICATION OF COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY BOARD MEMBERS ARE ASKED TO RECUSE THEMSELVES FROM VOTING IF THEY ARE PERSONALLY INVOLVED IN A MATTER THAT COULD GIVE RISE TO CONFLICTS

990 Schedule O, Supplemental Information

Return Reference	Explanation
OFFICES & POSITIONS FOR WHICH PROCESS WAS USED, & YEAR PROCESS	WAS BEGUN FORM 990, PART VI, LINE 15A AND 15B CEO COMPENSATION IS DETERMINED WITH THE INVOLVEMENT OF THE PERSONNEL COMMITTEE OF THE BOARD OF DIRECTORS CEO, OFFICER AND KEY EMPLOYEE COMPENSATION IS DETERMINED THROUGH THE USE OF INDUSTRY SURVEYS, MARKET SALARY GUIDES AND OTHER COMPETITIVE COMPENSATION INFORMATION

990 Schedule O, Supplemental Information

Return Reference	Explanation
AVAIL OF GOV DOCS, CONFLICT OF INTEREST POLICY, & FIN STMTS TO	GEN PUBLIC FORM 990, PART VI, LINE 19 GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, WHISTLE BLOWER POLICY, DOCUMENT RETENTION POLICY AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No 1545-0047

2018

**Open to Public
Inspection**

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.**
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Department of the Treasury
Internal Revenue Service

Name of the organization
DAIRY MANAGEMENT INC

Employer identification number

36-3992031

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) United Dairy Industry Association 10255 W Higgins Road Ste 900 Rosemont, IL 60018 36-2702849	PROMOTION	IL	501(c)(6)	N/A	NA		No
(2) National Dairy Council 10255 W Higgins Road Ste 900 Rosemont, IL 60018 36-1522265	EDUCATION	IL	501(c)(3)	10	UDIA	Yes	
(3) Innovation Center for US Dairy 10255 W Higgins Road Ste 900 Rosemont, IL 60018 26-3918900	PROMOTION	IL	501(c)(6)	N/A	DMI	Yes	
(4) DAIRY RESEARCH INSTITUTE 10255 W HIGGINS ROAD STE 900 Rosemont, IL 60018 27-1756847	RESEARCH	DC	501(c)(3)	7	DMI	Yes	

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

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

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

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

Part V Transactions With Related Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule

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

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) Dairy Research Institute	b	115,000	Cash

Part VII **Supplemental Information**

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

Return Reference	Explanation