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

C Name of organization
THE SOCIETY FOR HUMAN RESOURCE
MGMT OF NEW MEXICO STATE COUNCIL

Doing business as

Number and street (or P O box if mail is not delivered to street address) | Room/suite
PO BOX 3008

City or town, state or province, country, and ZIP or foreign postal code
ALBUQUERQUE, NM 87190

D Employer identification number
85-0373836

E Telephone number
(505) 205-8055

G Gross receipts $ 221,799

F Name and address of principal officer
BARBARA MARCUS
PO BOX 3008
ALBUQUERQUE, NM 87190

H(a) Is this a group return for subordinates? ☐Yes ☑No

H(b) Are all subordinates included? ☐Yes ☐No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status ☐ 501(c)(3) ☑ 501(c) (6) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ SHRMNM ORG

K Form of organization ☐ Corporation ☐ Trust ☑ Association ☐ Other ▶

L Year of formation 2016

M State of legal domicile NM

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
TO PROMOTE THE MISSION OF THE SOCIETY FOR HUMAN RESOURCES MANAGEMENT (SHRM), TO SERVE THE NEEDS OF HUMAN RESOURCES PROFESSIONALS AND ADVANCE THE HUMAN RESOURCES PROFESSION WE AIM TO CONNECT HUMAN RESOURCE PROFESSIONALS THROUGHOUT NEW MEXICO, TO PROVIDE SUPPORT TO AFFILIATE SHRM CHAPTERS IN OUR STATE, AND TO ACT AS A CONDUIT IN THE COMMUNICATION NETWORK BETWEEN NATIONAL SHRM AND LOCAL CHAPTERS WE ARE VOLUNTEER LEADERS DEDICATED TO THE HUMAN RESOURCES PROFESSION

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

3	Number of voting members of the governing body (Part VI, line 1a)	3	31
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	31
5	Total number of individuals employed in calendar year 2018 (Part V, line 2a)	5	0
6	Total number of volunteers (estimate if necessary)	6	25
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, line 34	7b	

		Prior Year	Current Year
Revenue			
8	Contributions and grants (Part VIII, line 1h)	21,627	21,800
9	Program service revenue (Part VIII, line 2g)	41,204	197,940
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	45	16
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	323	2,043
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	63,199	221,799
Expenses			
13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,639	750
14	Benefits paid to or for members (Part IX, column (A), line 4)		0
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)		0
16a	Professional fundraising fees (Part IX, column (A), line 11e)	1,851	0
b	Total fundraising expenses (Part IX, column (D), line 25) ▶0		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	76,592	245,935
18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	80,082	246,685
19	Revenue less expenses Subtract line 18 from line 12	-16,883	-24,886

	Net Assets or Fund Balances	Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	36,749	19,363
21	Total liabilities (Part X, line 26)		0
22	Net assets or fund balances Subtract line 21 from line 20	36,749	19,363

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

****** 2019-10-30
Signature of officer Date

BARBARA MARCUS PRESIDENT
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2019-11-06		P00446108

Firm's name ▶ PULAKOS CPAS PC | Firm's EIN ▶ 85-0219147

Firm's address ▶ 5921 JEFFERSON ST NE
ALBUQUERQUE, NM 87109 | Phone no (505) 338-1500

May the IRS discuss this return with the preparer shown above? (see instructions) ☑ Yes ☐ No

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

TO PROMOTE THE MISSION OF THE SOCIETY FOR HUMAN RESOURCES MANAGEMENT (SHRM), TO SERVE THE NEEDS OF HUMAN RESOURCES PROFESSIONALS AND ADVANCE THE HUMAN RESOURCES PROFESSION WE AIM TO CONNECT HUMAN RESOURCE PROFESSIONALS THROUGHOUT NEW MEXICO, TO PROVIDE SUPPORT TO AFFILIATE SHRM CHAPTERS IN OUR STATE, AND TO ACT AS A CONDUIT IN THE COMMUNICATION NETWORK BETWEEN NATIONAL SHRM AND LOCAL CHAPTERS WE ARE VOLUNTEER LEADERS DEDICATED TO THE HUMAN RESOURCES PROFESSION

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

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

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

If "Yes," describe these changes on Schedule O

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

4a (Code) (Expenses $ including grants of $) (Revenue $)

See Additional Data

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

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

4d Other program services (Describe in Schedule O)

(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses ▶**

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1		No
2	Is the organization required to complete *Schedule B, Schedule of Contributors* (see instructions)?	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		
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? *If "Yes," complete Schedule C, Part III*	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services?*If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI*	11a		No
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e		No
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f		No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or other assistance to or for foreign individuals? *If "Yes," complete Schedule F, Parts III and IV*	16		No
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I*(see instructions)	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
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? *If "Yes," complete Schedule I, Parts I and II*	21		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*	22		No

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

			Yes	No
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*	23		No
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*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
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*	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		
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*	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part III*	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	33		No
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*	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
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*	36		
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*	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O	38	Yes	

Part V **Statements Regarding Other IRS Filings and Tax Compliance**

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

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable	1a	0			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c		

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	0		
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	
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? *If "No" to line 3b, provide an explanation in Schedule O*			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	No
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	No
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	No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f	No
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?			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	No
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 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

					Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	**1a**	31			
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O					
b	Enter the number of voting members included in line 1a, above, who are independent	**1b**	31			
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?			**2**		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?			**3**		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?			**4**		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?			**5**		No
6	Did the organization have members or stockholders?			**6**		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?			**7a**		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?			**7b**		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following					
a	The governing body?			**8a**	Yes	
b	Each committee with authority to act on behalf of the governing body?			**8b**	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*			**9**		No

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?	**10a**	Yes	
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	**10b**	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	**11a**		No
b	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*	**12a**	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	**12b**		No
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this was done*	**12c**		No
13	Did the organization have a written whistleblower policy?	**13**		No
14	Did the organization have a written document retention and destruction policy?	**14**		No
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	**15a**		
b	Other officers or key employees of the organization	**15b**		
	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?	**16a**		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	**16b**		

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 ☑ 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
▶ELIZABETH GRIEGOPOWELL PO BOX 3008 ALBUQUERQUE, NM 87190 (505) 205-8055

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

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

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

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

● List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid

● List all of the organization's **current** key employees, if any See instructions for definition of "key employee "

● List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations

● List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations

● List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee) Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
See Additional Data Table										

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 dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee) Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
See Additional Data Table										

	(D)	(E)	(F)
1b Sub-Total . . . ▶			
c Total from continuation sheets to Part VII, **Section A** . . . ▶			
d Total (add lines 1b and 1c) . . . ▶			

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 ▶

		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* . . .	3		No
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* . . .	4		No
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* . . .	5		No

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

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 ▶

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 21,800				
	g Noncash contributions included in lines 1a - 1f $					
	h **Total.** Add lines 1a-1f ▶		21,800			
Program Service Revenue		Business Code				
	2a CONFERENCE INCOME	611430	197,940	197,940		
	b					
	c					
	d					
	e					
	f All other program service revenue					
	g **Total.** Add lines 2a–2f ▶		197,940			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶		16			16
	4 Income from investment of tax-exempt bond proceeds ▶					
	5 Royalties ▶					
		(i) Real / (ii) Personal				
	6a Gross rents					
	b Less rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss) ▶					
		(i) Securities / (ii) Other				
	7a Gross amount from sales of assets other than inventory					
	b Less cost or other basis and sales expenses					
	c Gain or (loss)					
	d Net gain or (loss) ▶					
	8a Gross income from fundraising events (not including $ ______ of contributions reported on line 1c) See Part IV, line 18	a				
	b Less direct expenses	b				
	c Net income or (loss) from fundraising events ▶					
	9a Gross income from gaming activities See Part IV, line 19	a 1,771				
	b Less direct expenses	b				
	c Net income or (loss) from gaming activities ▶		1,771			1,771
	10a Gross sales of inventory, less returns and allowances	a				
	b Less cost of goods sold	b				
	c Net income or (loss) from sales of inventory ▶					
	Miscellaneous Revenue	Business Code				
	11a JOB POSTING SERVICES		249	249		
	b SOFTWARE CREDIT		23	23		
	c					
	d All other revenue					
	e **Total.** Add lines 11a–11d ▶		272			
	12 **Total revenue.** See Instructions ▶		221,799	198,212		1,787

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) Fundraisingexpenses
1 Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	750	750		
2 Grants and other assistance to domestic individuals See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, line 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
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				
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes				
11 Fees for services (non-employees)				
a Management				
b Legal				
c Accounting	1,861	1,600	261	
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)				
12 Advertising and promotion	592	592		
13 Office expenses				
14 Information technology				
15 Royalties . .				
16 Occupancy				
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	239,819	236,174	3,645	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization . .				
23 Insurance . . .	782	673	109	
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 COUNCIL INITIATIVES	2,093	1,800	293	
b SUBSCRIPTIONS	361	310	51	
c WEBSITE	214	184	30	
d REPAIRS AND MAINTENANCE	120	103	17	
e All other expenses	93	80	13	
25 **Total functional expenses.** Add lines 1 through 24e	246,685	242,266	4,419	0
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 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	36,749	1	19,363
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net		4	
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges		9	
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D — 10a			
	b	Less accumulated depreciation — 10b		10c	
	11	Investments—publicly traded securities		11	
	12	Investments—other securities See Part IV, line 11		12	
	13	Investments—program-related See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11		15	
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)	36,749	16	19,363
Liabilities	17	Accounts payable and accrued expenses		17	
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D		21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24) Complete Part X of Schedule D		25	
	26	**Total liabilities.** Add lines 17 through 25	0	26	0
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		27	
	28	Temporarily restricted net assets		28	
	29	Permanently restricted net assets		29	
		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	36,749	32	19,363
	33	Total net assets or fund balances	36,749	33	19,363
	34	Total liabilities and net assets/fund balances	36,749	34	19,363

Part XI Reconcilliation 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	221,799
2	Total expenses (must equal Part IX, column (A), line 25)	2	246,685
3	Revenue less expenses Subtract line 2 from line 1	3	-24,886
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	36,749
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	7,500
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	19,363

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990 ☑ 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?	2a		No
	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?	2b		No
	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?	2c		
	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?	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b		

Additional Data

Software ID:
Software Version:
EIN: 85-0373836
Name: THE SOCIETY FOR HUMAN RESOURCE MGMT OF NEW MEXICO STATE COUNCIL

Form 990 (2018)

Form 990, Part III, Line 4a:

EVENTS OF THE YEAR JANUARY LEADERSHIP CONFERENCE EACH JANUARY, SHRM NM STATE COUNCIL HOLDS A LEADERSHIP CONFERENCE THE PARTICIPANTS INCLUDE THE SHRM NM STATE COUNCIL BOARD OF DIRECTORS AS WELL AS THE BOARDS FROM EACH OF THE 4 LOCAL SHRM CHAPTERS, LOCATED IN LAS CRUCES, ALBUQUERQUE, SANTA FE AND FARMINGTON THE PURPOSE OF THIS EVENT IS THREEFOLD LEADERSHIP TRAINING WITH A GUEST SPEAKER WHO PROVIDES GUIDANCE TO ALL IN THEIR LEADERSHIP ROLES TEAM BUILDING AND COLLABORATION AMONG THOSE HOLDING THE SAME OR SIMILAR POSITIONS ON THEIR DIFFERENT BOARDS SO THAT THEY DEVELOP A NETWORK WITHIN THEIR AREA OF RESPONSIBILITY DEVELOPING A STRONGER CONNECTION BETWEEN THE SHRM NM STATE COUNCIL AND THE LOCAL SHRM CHAPTERS 2018 STATE CONFERENCE THE 2018 SHRM NM STATE CONFERENCE WAS HELD IN APRIL, 2018 THE EVENT SPANNED THREE DAYS AND IT PROVED TO BE AN UNFORGETTABLE IMMERSION EXPERIENCE WITHIN THE PROFESSION OF HUMAN RESOURCES, AND WITH AMAZING PRESENTATIONS, BOTH BY KEYNOTE SPEAKERS AND BY THOSE PRESENTING DURING CONCURRENT SESSIONS, THE ATTENDEES WERE PROVIDED WITH EDUCATION WITHIN THE FIELD PRESENTATION OF NEW TRENDS AND CUTTING-EDGE IDEAS TO BETTER PERFORM THEIR DUTIES INSPIRATION FROM SPEAKERS WHO TOLD THEIR STORIES WITH PASSION AND ADVENTURE ABOUT THEIR PERSONAL JOURNEY WITHIN THE HUMAN RESOURCES PROFESSION THIS CONFERENCE WAS TRULY MEMORABLE FOR ALL WHO ATTENDED AS IT PROVIDED THE ATTENDEES WITH TOOLS AND TAKEAWAYS FOR THEIR OWN DUTIES ALTHOUGH EXPENSES WERE QUITE HIGH, THE CONTENTS OF THE EVENT LEFT THE ATTENDEES ENTHUSIASTIC AND ENCOURAGED TO PUT MUCH OF WHAT THEY LEARNED INTO PRACTICE 2018 REGIONAL MEETING EACH YEAR THE STATE DIRECTOR AND DIRECTOR ELECT, AS WELL AS THE MEMBERSHIP DIRECTOR, MEETS WITH ALL OTHER INDIVIDUALS IN THE SAME ROLE IN ALL 50 STATES ACROSS THE NATION AT A CENTRAL LOCATION FOR MEETING WITH THE NATIONAL SHRM OFFICERS TO LEARN MORE ABOUT THE NATIONAL SHRM INITIATIVES OF THE YEAR IN 2018 THE INITIATIVES REVOLVED AROUND MEMBERSHIP, AND THE EMERGING YOUNG PROFESSIONALS IN HUMAN RESOURCES WE WERE HAPPY TO SHARE THAT THE SHRM NM STATE COUNCIL WELCOMES EMERGING YOUNG PROFESSIONALS FROM EACH OF THE STATE'S UNIVERSITIES AND COLLEGES THAT HOST AN ACTIVE SHRM STUDENT CHAPTER IN 2018, WE HAD TWO ACTIVE CHAPTERS - UNM AND NMSU 2018 VOLUNTEER LEADERSHIP SUMMIT SHRM NATIONAL HOSTS AN ANNUAL VOLUNTEER LEADERSHIP SUMMIT TO BRING TOGETHER THE VOLUNTEER LEADERS ON BOTH THE STATE AND LOCAL LEVELS TO PROVIDE AN OPPORTUNITY TO MEET THE NATIONAL SHRM LEADERS AND HEAR THEIR GOALS AND OBJECTIVES FOR THE FOLLOWING YEAR AS WELL AS GIVING PARTICIPANTS THE OPPORTUNITY TO LEARN AND SHARE IDEAS WITH THEIR COHORTS ACROSS THE NATION ON RUNNING THEIR ORGANIZATIONS, IDEAS FOR AREAS LIKE LEADERSHIP DIRECTION, MEMBERSHIP, CERTIFICATION, AND NETWORKING THE HIGHLIGHT OF THIS SUMMIT IS THE OPPORTUNITY TO VISIT CAPITAL HILL AND MEET WITH THE STATE LEGISLATURES ON ITEMS OF PRIORITY TO THE HUMAN RESOURCES PROFESSION LED BY OUR CEO, JOHNNY TAYLOR, JR , SHRM HAS BEEN ASKED TO TESTIFY BEFORE CONGRESS ON SUCH BILLS AS THE FLEXIBLE WORKPLACE ACT, WHICH WAS RECEIVED VERY FAVORABLY 2018 QUARTERLY MEETINGS QUARTERLY MEETINGS ARE TYPICALLY HELD IN JANUARY, APRIL, JULY/AUGUST, AND OCTOBER THEY ARE USUALLY HELD IN A CENTRAL LOCATION IN THE ALBUQUERQUE AREA THIS YEAR, WE TRIED SOMETHING DIFFERENT AS A RESULT OF ALL OF THE EFFORTS PUT INTO THE 2018 STATE CONFERENCE, WE HELD OUR APRIL QUARTERLY MEETING AS A VIRTUAL MEETING FOR THE FIRST TIME IN APRIL THE MEETING LASTED A LITTLE OVER 3 HOURS AND ALL BUSINESS WAS CONDUCTED AS A NORMAL MEETING, AND AS A RESULT, WE NOW HAVE ANOTHER METHOD TO HOLD A QUARTERLY MEETING EFFICIENTLY AND AT A COST SAVINGS HOWEVER, IT DEFINITELY IMPACTED THE HUMAN INTERCHANGE OF IDEAS AND FACE TO FACE INTERACTION MEMBERSHIP EFFORTS IN AN EFFORT TO CONTINUE GAINING MEMBERSHIP IN 2018 FOR SHRM NEW MEXICO, BOTH ON A NATIONAL AND ON A LOCAL CHAPTER LEVEL, THE MEMBERSHIP C-DIRECTORS WORKED IN CONJUNCTION WITH THE 4 LOCAL SHRM CHAPTERS ACROSS NEW MEXICO TO PROVIDE LEADERSHIP TO THE MEMBERSHIP DIRECTORS OF THE LOCAL CHAPTERS ALSO, SEVERAL OF THE CHAPTERS RAN MEMBERSHIP CAMPAIGNS WHICH INCREASED THEIR MEMBERSHIPS DURING 2018 IN PARTICULAR, THE SOUTHERN NEW MEXICO SHRM CHAPTER INCREASED THEIR MEMBERSHIP BY ALMOST 90%, WHICH WAS PHENOMENAL AND IN A LARGE PART TO THE EFFORTS OF THEIR CHAPTER PRESIDENT, VICKI LUSK INITIATIVES VALUE PROPOSITION DURING THE JANUARY LEADERSHIP CONFERENCE, THE KEYNOTE SPEAKER ASSISTED THE ORGANIZATION IN DEVELOPING A VALUE PROPOSITION RATIFIED IN TIME FOR THE APRIL STATE CONFERENCE, THE PROPOSITION TRULY EXPRESSED WHAT THE ORGANIZATION EMBODIES SHRM NM STATE COUNCIL, THE PREMIER COMMUNITY FOR HR PROFESSIONALS TO EXPAND THEIR IMPACT, INFLUENCE, AND INDUSTRY KNOWLEDGE, WHILE CONNECTING WITH A THRIVING NETWORK OF DEDICATED HR PROFESSIONALS DOING EXTRAORDINARY WORK NATIVE AMERICAN FOCUS DUE TO THE SUCCESS OF THE NATIVE AMERICAN TRACK AT THE 2018 SHRM NM STATE CONFERENCE, SHRM NM WAS ABLE TO PERSUADE SHRM NATIONAL TO LIFT THE MORATORIUM OF FORMING NEW CHAPTERS AND RECEIVED NATIONAL ENDORSEMENT TO DEVELOP A NEW CHAPTER IN INDIAN COUNTRY, INVITING ALL NEARBY HUMAN RESOURCE PROFESSIONALS TO JOIN THE NEWLY DEVELOPING CHAPTER UNFORTUNATELY, THERE WERE NOT THE NECESSARY NUMBERS NEEDED TO FORM THE CHAPTER, SO IT WAS POSTPONED BUT WILL BE TAKEN UP AGAIN IN THE YEARS TO COME LOOKING FORWARD TO 2019 BEGINNING IN THE SUMMER OF 2018, THE SHRM NM STATE COUNCIL BEGAN PLANNING WHAT THE COUNCIL HOPES WILL PROVE TO BE AN INNOVATIVE AND GROUNDBREAKING CONFERENCE FOR THE SPRING OF 2019 THE WORKING TITLE WILL BE THE TRENDS/LEGISLATIVE CONFERENCE AND WILL FOCUS ON BRINGING NATIONAL, STATE, AND LOCAL LEADERS TOGETHER TO TALK ABOUT THE UPCOMING CHANGES IN THE WORLD OF WORK IN NEW MEXICO, THE NATION AND THE WORLD FOR THE SHRM NM STATE COUNCIL, THIS WILL BE THE ANSWER TO AN EFFORT LONG AND HIGHLY ENCOURAGED BY THE SHRM REGIONAL DIRECTOR, TO HOST AN ANNUAL RATHER THAN A BIENNIAL STATE CONFERENCE FOR THE ORGANIZATION

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			
KIMBERLY WEAVER DIRECTOR	0 50	X						0	0	0
LEAH PELLETIER DIRECTOR	0 50	X						0	0	0
JUDY PERKINS DIRECTOR	0 50	X						0	0	0
LINDA STRAUSS DIRECTOR	0 50	X						0	0	0
RENE YODER DIRECTOR	0 50	X						0	0	0
ROBERT DANIEL DIRECTOR	0 50	X						0	0	0
ILENE COLINA DIRECTOR	0 50	X						0	0	0
MAGDALENA VIGIL-TULLAR DIRECTOR	0 50	X						0	0	0
MARK CHRISTENSEN DIRECTOR	0 50	X						0	0	0
JAMIE WAGONER DIRECTOR	0 50	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
KEVIN GICK DIRECTOR	0 50	X						0	0	0
MIKE BROWN DIRECTOR	0 50	X						0	0	0
CINDY MURPHY DIRECTOR	0 50	X						0	0	0
MELISSA DEL FERRARO DIRECTOR	0 50	X						0	0	0
DENISE MONTOYA DIRECTOR	0 50	X						0	0	0
AMANDA ROSS DIRECTOR	0 50	X						0	0	0
BRANDON WRITTENBERRY DIRECTOR	0 50	X						0	0	0
CHRISTIE STEPHENS DIRECTOR	0 50	X						0	0	0
CINDY HARGETT DIRECTOR	0 50	X						0	0	0
CINDY MOHLER DIRECTOR	0 50	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
JAMES STEVENS DIRECTOR	0 50	X						0	0	0
NAOMI SERNA-OLANDER DIRECTOR	0 50	X						0	0	0
QUENTIN SMITH DIRECTOR	0 50	X						0	0	0
RENE HATFIELD DIRECTOR	0 50	X						0	0	0
VICKI LUSK DIRECTOR	0 50	X						0	0	0
ROSE VELASQUEZ DIRECTOR	0 50	X						0	0	0
JILL AVEY DIRECTOR	0 50	X						0	0	0
SCOTT FERRIN DIRECTOR	0 50	X						0	0	0
VICKI LUSK DIRECTOR	0 50	X						0	0	0
JEFF GRUBER DIRECTOR	0 50	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
BRENNA REDDY DIRECTOR	0 50	X						0	0	0
VIVIAN SANTISTEVAN DIRECTOR	0 50	X						0	0	0
ARMANDO LARA SECRETARY	0 50	X		X				0	0	0
MAITA SWARTZ TREASURER	3 00	X		X				0	0	0
BARBARA MARCUS PRESIDENT	5 00	X		X				0	0	0

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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.

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
THE SOCIETY FOR HUMAN RESOURCE
MGMT OF NEW MEXICO STATE COUNCIL

Employer identification number
85-0373836

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990 - ORGANIZATION'S MISSION	TO PROMOTE THE MISSION OF THE SOCIETY FOR HUMAN RESOURCES MANAGEMENT (SHRM), TO SERVE THE NEEDS OF HUMAN RESOURCES PROFESSIONALS AND ADVANCE THE HUMAN RESOURCES PROFESSION WE AIM TO CONNECT HUMAN RESOURCE PROFESSIONALS THROUGHOUT NEW MEXICO, TO PROVIDE SUPPORT TO AFFILIATE SHRM CHAPTERS IN OUR STATE, AND TO ACT AS A CONDUIT IN THE COMMUNICATION NETWORK BETWEEN NATIONAL SHRM AND LOCAL CHAPTERS WE ARE VOLUNTEER LEADERS DEDICATED TO THE HUMAN RESOURCES PROFESSION

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4A	EVENTS OF THE YEAR JANUARY LEADERSHIP CONFERENCE EACH JANUARY, SHRM NM STATE COUNCIL HOLD S A LEADERSHIP CONFERENCE THE PARTICIPANTS INCLUDE THE SHRM NM STATE COUNCIL BOARD OF DIR ECTORS AS WELL AS THE BOARDS FROM EACH OF THE 4 LOCAL SHRM CHAPTERS, LOCATED IN LAS CRUCES , ALBUQUERQUE, SANTA FE AND FARMINGTON THE PURPOSE OF THIS EVENT IS THREEFOLD LEADERSHIP TRAINING WITH A GUEST SPEAKER WHO PROVIDES GUIDANCE TO ALL IN THEIR LEADERSHIP ROLES TEA M BUILDING AND COLLABORATION AMONG THOSE HOLDING THE SAME OR SIMILAR POSITIONS ON THEIR DI FFERENT BOARDS SO THAT THEY DEVELOP A NETWORK WITHIN THEIR AREA OF RESPONSIBILITY DEVELOP ING A STRONGER CONNECTION BETWEEN THE SHRM NM STATE COUNCIL AND THE LOCAL SHRM CHAPTERS 2 018 STATE CONFERENCE THE 2018 SHRM NM STATE CONFERENCE WAS HELD IN APRIL, 2018 THE EVENT SPANNED THREE DAYS AND IT PROVED TO BE AN UNFORGETTABLE IMMERSION EXPERIENCE WITHIN THE PR OFESSION OF HUMAN RESOURCES, AND WITH AMAZING PRESENTATIONS, BOTH BY KEYNOTE SPEAKERS AND BY THOSE PRESENTING DURING CONCURRENT SESSIONS, THE ATTENDEES WERE PROVIDED WITH EDUCATIO N WITHIN THE FIELD PRESENTATION OF NEW TRENDS AND CUTTING-EDGE IDEAS TO BETTER PERFORM THE IR DUTIES INSPIRATION FROM SPEAKERS WHO TOLD THEIR STORIES WITH PASSION AND ADVENTURE ABOU T THEIR PERSONAL JOURNEY WITHIN THE HUMAN RESOURCES PROFESSION THIS CONFERENCE WAS TRULY MEMORABLE FOR ALL WHO ATTENDED AS IT PROVIDED THE ATTENDEES WITH TOOLS AND TAKEAWAYS FOR T HEIR OWN DUTIES ALTHOUGH EXPENSES WERE QUITE HIGH, THE CONTENTS OF THE EVENT LEFT THE ATT ENDEES ENTHUSIASTIC AND ENCOURAGED TO PUT MUCH OF WHAT THEY LEARNED INTO PRACTICE 2018 RE GIONAL MEETING EACH YEAR THE STATE DIRECTOR AND DIRECTOR ELECT, AS WELL AS THE MEMBERSHIP DIRECTOR, MEETS WITH ALL OTHER INDIVIDUALS IN THE SAME ROLE IN ALL 50 STATES ACROSS THE NA TION AT A CENTRAL LOCATION FOR MEETING WITH THE NATIONAL SHRM OFFICERS TO LEARN MORE ABOUT THE NATIONAL SHRM INITIATIVES OF THE YEAR IN 2018 THE INITIATIVES REVOLVED AROUND MEMBER SHIP, AND THE EMERGING YOUNG PROFESSIONALS IN HUMAN RESOURCES WE WERE HAPPY TO SHARE THAT THE SHRM NM STATE COUNCIL WELCOMES EMERGING YOUNG PROFESSIONALS FROM EACH OF THE STATE'S UNIVERSITIES AND COLLEGES THAT HOST AN ACTIVE SHRM STUDENT CHAPTER IN 2018, WE HAD TWO AC TIVE CHAPTERS - UNM AND NMSU 2018 VOLUNTEER LEADERSHIP SUMMIT SHRM NATIONAL HOSTS AN ANNU AL VOLUNTEER LEADERSHIP SUMMIT TO BRING TOGETHER THE VOLUNTEER LEADERS ON BOTH THE STATE A ND LOCAL LEVELS TO PROVIDE AN OPPORTUNITY TO MEET THE NATIONAL SHRM LEADERS AND HEAR THEIR GOALS AND OBJECTIVES FOR THE FOLLOWING YEAR AS WELL AS GIVING PARTICIPANTS THE OPPORTUNIT Y TO LEARN AND SHARE IDEAS WITH THEIR COHORTS ACROSS THE NATION ON RUNNING THEIR ORGANIZAT IONS, IDEAS FOR AREAS LIKE LEADERSHIP DIRECTION, MEMBERSHIP, CERTIFICATION, AND NETWORKING THE HIGHLIGHT OF THIS SUMMIT IS THE OPPORTUNITY TO VISIT CAPITAL HILL AND MEET WITH THE STATE LEGISLATURES ON ITEMS OF PRIORITY TO THE HUMAN RESOURCES PROFESSION LED BY OUR CEO, JOHNNY TAYLOR, JR , SHRM HAS

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4A	BEEN ASKED TO TESTIFY BEFORE CONGRESS ON SUCH BILLS AS THE FLEXIBLE WORKPLACE ACT, WHICH W AS RECEIVED VERY FAVORABLY 2018 QUARTERLY MEETINGS QUARTERLY MEETINGS ARE TYPICALLY HELD IN JANUARY, APRIL, JULY/AUGUST, AND OCTOBER THEY ARE USUALLY HELD IN A CENTRAL LOCATION I N THE ALBUQUERQUE AREA THIS YEAR, WE TRIED SOMETHING DIFFERENT AS A RESULT OF ALL OF THE EFFORTS PUT INTO THE 2018 STATE CONFERENCE, WE HELD OUR APRIL QUARTERLY MEETING AS A VIRT UAL MEETING FOR THE FIRST TIME IN APRIL THE MEETING LASTED A LITTLE OVER 3 HOURS AND ALL BUSINESS WAS CONDUCTED AS A NORMAL MEETING, AND AS A RESULT, WE NOW HAVE ANOTHER METHOD TO HOLD A QUARTERLY MEETING EFFICIENTLY AND AT A COST SAVINGS HOWEVER, IT DEFINITELY IMPACT ED THE HUMAN INTERCHANGE OF IDEAS AND FACE TO FACE INTERACTION MEMBERSHIP EFFORTS IN AN E FFORT TO CONTINUE GAINING MEMBERSHIP IN 2018 FOR SHRM NEW MEXICO, BOTH ON A NATIONAL AND O N A LOCAL CHAPTER LEVEL, THE MEMBERSHIP C-DIRECTORS WORKED IN CONJUNCTION WITH THE 4 LOCAL SHRM CHAPTERS ACROSS NEW MEXICO TO PROVIDE LEADERSHIP TO THE MEMBERSHIP DIRECTORS OF THE LOCAL CHAPTERS ALSO, SEVERAL OF THE CHAPTERS RAN MEMBERSHIP CAMPAIGNS WHICH INCREASED THE IR MEMBERSHIPS DURING 2018 IN PARTICULAR, THE SOUTHERN NEW MEXICO SHRM CHAPTER INCREASED THEIR MEMBERSHIP BY ALMOST 90%, WHICH WAS PHENOMENAL AND IN A LARGE PART TO THE EFFORTS OF THEIR CHAPTER PRESIDENT, VICKI LUSK INITIATIVES VALUE PROPOSITION DURING THE JANUARY LEA DERSHIP CONFERENCE, THE KEYNOTE SPEAKER ASSISTED THE ORGANIZATION IN DEVELOPING A VALUE PR OPOSITION RATIFIED IN TIME FOR THE APRIL STATE CONFERENCE, THE PROPOSITION TRULY EXPRESSE D WHAT THE ORGANIZATION EMBODIES SHRM NM STATE COUNCIL, THE PREMIER COMMUNITY FOR HR PROF ESSIONALS TO EXPAND THEIR IMPACT, INFLUENCE, AND INDUSTRY KNOWLEDGE, WHILE CONNECTING WITH A THRIVING NETWORK OF DEDICATED HR PROFESSIONALS DOING EXTRAORDINARY WORK NATIVE AMERICA N FOCUS DUE TO THE SUCCESS OF THE NATIVE AMERICAN TRACK AT THE 2018 SHRM NM STATE CONFEREN CE, SHRM NM WAS ABLE TO PERSUADE SHRM NATIONAL TO LIFT THE MORATORIUM OF FORMING NEW CHAPT ERS AND RECEIVED NATIONAL ENDORSEMENT TO DEVELOP A NEW CHAPTER IN INDIAN COUNTRY, INVITING ALL NEARBY HUMAN RESOURCE PROFESSIONALS TO JOIN THE NEWLY DEVELOPING CHAPTER UNFORTUNATE LY, THERE WERE NOT THE NECESSARY NUMBERS NEEDED TO FORM THE CHAPTER, SO IT WAS POSTPONED B UT WILL BE TAKEN UP AGAIN IN THE YEARS TO COME LOOKING FORWARD TO 2019 BEGINNING IN THE S UMMER OF 2018, THE SHRM NM STATE COUNCIL BEGAN PLANNING WHAT THE COUNCIL HOPES WILL PROVE TO BE AN INNOVATIVE AND GROUNDBREAKING CONFERENCE FOR THE SPRING OF 2019 THE WORKING TITL E WILL BE THE TRENDS/LEGISLATIVE CONFERENCE AND WILL FOCUS ON BRINGING NATIONAL, STATE, AN D LOCAL LEADERS TOGETHER TO TALK ABOUT THE UPCOMING CHANGES IN THE WORLD OF WORK IN NEW ME XICO, THE NATION AND THE WORLD FOR THE SHRM NM STATE COUNCIL, THIS WILL BE THE ANSWER TO AN EFFORT LONG AND HIGHLY ENCOURAGED BY THE SHRM REGIONAL DIRECTOR, TO HOST AN ANNUAL RATH ER THAN A BIENNIAL STATE CONFE

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4A	RENCE FOR THE ORGANIZATION

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 11B	THE PRESIDENT WILL REVIEW THE FORM 990 BEFORE SIGNING

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 19	UPON REQUEST