

efile GRAPHIC print - DO NOT PROCESS

As Filed Data -

DLN: 9349331920739

Form 990

Return of Organization Exempt From Income Tax

OMB No 1545-0047

2018

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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.

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
CREDIT UNIONS IN THE STATE OF WASHINGTON
BOEING EMPLOYEES CREDIT UNION

Doing business as

Number and street (or P O box if mail is not delivered to street address) 12770 GATEWAY DR S MAILSTOP 1011-1

Room/suite

City or town, state or province, country, and ZIP or foreign postal code
TUKWILA, WA 98168

F Name and address of principal officer
BENSON PORTER
12770 GATEWAY DR S MAILSTOP 1011-1
TUKWILA, WA 98168

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 ▶

D Employer identification number
91-0219435

E Telephone number
(206) 439-5700

G Gross receipts \$ 997,442,449

I Tax-exempt status
☐ 501(c)(3) ☒ 501(c) (14) ◀(insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW BECU ORG

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

L Year of formation 1935

M State of legal domicile
WA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
BECU IS A COOPERATIVE SOCIETY ORGANIZED UNDER WASHINGTON LAW AS A NONPROFIT CORPORATION FOR THE PURPOSES OF PROMOTING THRIFT AMONG ITS MEMBERS AND CREATING A SOURCE OF CREDIT FOR THEM AT FAIR AND REASONABLE RATES OF INTEREST BECU IS DEDICATED TO THE PHILOSOPHY OF "PEOPLE HELPING PEOPLE AND WILL STRIVE TO SERVE ITS MEMBERS BY PROVIDING SUPERIOR FINANCIAL PRODUCTS AND SERVICES

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)

4 Number of independent voting members of the governing body (Part VI, line 1b)

5 Total number of individuals employed in calendar year 2018 (Part V, line 2a)

6 Total number of volunteers (estimate if necessary)

7a Total unrelated business revenue from Part VIII, column (C), line 12

b Net unrelated business taxable income from Form 990-T, line 34

Revenue

8 Contributions and grants (Part VIII, line 1h)

9 Program service revenue (Part VIII, line 2g)

10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)

11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)

12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)

14 Benefits paid to or for members (Part IX, column (A), line 4)

15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)

16a Professional fundraising fees (Part IX, column (A), line 11e)

b Total fundraising expenses (Part IX, column (D), line 25) ▶0

17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)

18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)

19 Revenue less expenses Subtract line 18 from line 12

Net Assets or Fund Balances

20 Total assets (Part X, line 16)

21 Total liabilities (Part X, line 26)

22 Net assets or fund balances Subtract line 21 from line 20

Prior Year

Current Year

00

632,310,731732,004,564

92,813,840125,708,654

3,333,0523,425,020

728,457,623861,138,238

4,167,6804,592,355

00

198,675,839228,854,065

00

319,700,311374,499,542

522,543,830607,945,962

205,913,793253,192,276

Beginning of Current Year

End of Year

17,840,296,95819,588,565,098

15,929,293,57817,478,637,179

1,911,003,3802,109,927,919

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

Signature of officer

2019-11-14
Date

MELBA BARTELS_SVP FINANCE/CFO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name

Preparer's signature

Date 2019-11-14

Check ☐ if self-employed

PTIN P00448102

Firm's name ▶ MOSS ADAMS LLP

Firm's EIN ▶ 91-0189318

Firm's address ▶ 601 W RIVERSIDE AVENUE STE 1800
SPOKANE, WA 99201

Phone no (509) 747-2600

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

☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form 990 (2018)

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒**1** Briefly describe the organization's mission

BECU IS A COOPERATIVE SOCIETY ORGANIZED UNDER WASHINGTON LAW AS A NONPROFIT CORPORATION FOR THE PURPOSES OF PROMOTING THRIFT AMONG ITS MEMBERS AND CREATING A SOURCE OF CREDIT FOR THEM AT FAIR AND REASONABLE INTEREST RATES BECU IS DEDICATED TO THE PHILOSOPHY OF "PEOPLE HELPING PEOPLE AND WILL STRIVE TO SERVE THESE MEMBERS BY PROVIDING SUPERIOR FINANCIAL PRODUCTS AND SERVICES

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	No
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	Yes
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? 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	Yes
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 	11b	Yes
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	Yes
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 	11f	Yes
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 	12a	Yes
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	Yes
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? <i>If "Yes," complete Schedule J</i>	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		No
24b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
24c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
24d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		
25b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)		
28a	a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		No
28b	b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		No
28c	c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	Yes	
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?		No
35b	b If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	Yes	

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

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

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	2,422	2b	Yes	
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	Yes	
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	Yes	
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? 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	Yes	
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		
	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		
1b	Enter the number of voting members included in line 1a, above, who are independent		
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?	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	Yes	
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.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		No
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	Yes	
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.	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	Yes	
c	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?	Yes	
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?		No

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.
 ▶TINA WALLACE 12770 GATEWAY DR S TUKWILA, WA 98168 (206) 439-5700

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 ☐

1

● 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

[illegible]

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

[illegible]

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	9,751,060	0	2,725,864

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 ▶ 530

		Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	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? <i>If "Yes," complete Schedule J for such individual</i>	4	Yes
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	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
PSCU FINANCIAL SERVICES 560 CARILLON PKWY ST PETERSBURG, FL 33716	ONLINE BANKING	12,279,214
MASTERCARD INTERNATIONAL 2000 PURCHASE STREET PURCHASE, NY 10577	FINANCIAL SERVICES	10,277,371
DNA BRAND MECHANICS 1301 FIFTH AVE SUITE 2600 SEATTLE, WA 98101	BRANDING & ADVERTISING	9,266,380
CONNEXIONS LOYALTY 7814 CAROUSEL LANE RICHMOND, VA 23294	ADMINISTRATION OF LOYALTY REWARDS	7,388,420
FISERV CNS 5325 S MOORLAND RD NEW BERLIN, WI 53151	FINANCIAL SERVICES	6,760,719

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 ▶ 249	
--	--

Part VIII **Statement of Revenue**

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

**Contributions, Gifts, Grants
and Other Similar Amounts**

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
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 ▶					

Program Service Revenue

	Business Code				
2a LOAN INTEREST INCOME	522291	537,882,664	537,882,664		
b FEE INCOME	522100	148,133,465	147,151,970	981,495	
c CONTRACT INCENTIVE INCOME	525990	13,357,281	13,357,281		
d DERIVATIVE INCOME	525990	10,799,967	10,799,967		
e BROKER INCOME	523000	9,416,064	9,416,064		
f All other program service revenue		12,415,123	12,286,856	128,267	
g Total. Add lines 2a-2f ▶		732,004,564			

Other Revenue

3 Investment income (including dividends, interest, and other similar amounts) ▶		124,443,692			124,443,692
4 Income from investment of tax-exempt bond proceeds ▶					
5 Royalties ▶					
6a Gross rents	(i) Real	(ii) Personal			
	5,469,055				
b Less rental expenses	2,312,210				
c Rental income or (loss)	3,156,845				
d Net rental income or (loss) ▶		3,156,845			3,156,845
7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
	125,735,514	9,521,449			
b Less cost or other basis and sales expenses	122,523,577	11,468,424			
c Gain or (loss)	3,211,937	-1,946,975			
d Net gain or (loss) ▶		1,264,962			1,264,962
8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 a					
b Less direct expenses b					
c Net income or (loss) from fundraising events ▶					
9a Gross income from gaming activities See Part IV, line 19 a					
b Less direct expenses b					
c Net income or (loss) from gaming activities ▶					
10a Gross sales of inventory, less returns and allowances a					
b Less cost of goods sold b					
c Net income or (loss) from sales of inventory ▶					
Miscellaneous Revenue	Business Code				
11a CUSO INVESTMENTS	525990	268,175		268,175	
b _____					
c _____					
d All other revenue					
e Total. Add lines 11a-11d ▶		268,175			
12 Total revenue. See Instructions ▶		861,138,238	730,894,802	1,377,937	128,865,499

Part IX Statement of Functional Expenses

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

Check if Schedule O contains a response or note to any line in this Part IX ☒**Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.**

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.	4,592,355			
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.	8,417,313			
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.	164,320,592			
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).	16,777,991			
9 Other employee benefits.	25,412,643			
10 Payroll taxes.	13,925,526			
11 Fees for services (non-employees):				
a Management.				
b Legal.	1,661,861			
c Accounting.	1,801,375			
d Lobbying.	41,245			
e Professional fundraising services. See Part IV, line 17.				
f Investment management fees.	633,581			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	30,020,368			
12 Advertising and promotion.	23,236,791			
13 Office expenses.	18,415,609			
14 Information technology.	33,162,054			
15 Royalties.				
16 Occupancy.	18,752,566			
17 Travel.	1,747,411			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19 Conferences, conventions, and meetings.	1,553,085			
20 Interest.	74,664,530			
21 Payments to affiliates.				
22 Depreciation, depletion, and amortization.	23,097,174			
23 Insurance.	1,052,193			
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 UBI TAX EXPENSE	298,030			
b PRODUCT COST & SERVICIN	94,484,849			
c PROVISION FOR LOAN LOSS	48,946,714			
d LOCOM ADJUSTMENT	577,332			
e All other expenses	352,774			
25 Total functional expenses. Add lines 1 through 24e.	607,945,962			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

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

			(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing	259,713,541	1	324,344,799
	2	Savings and temporary cash investments	628,007,698	2	690,649,211
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	10,890,856	4	274,794
	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	11,932,161,117	7	12,858,497,050
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	27,738,688	9	30,437,604
	10a	Land, buildings, and equipment—cost or other basis. Complete Part VI of Schedule D	327,143,447		
	b	Less: accumulated depreciation	160,377,468	10c	166,765,979
	11	Investments—publicly traded securities	88,085,845	11	62,554,847
	12	Investments—other securities. See Part IV, line 11	4,008,753,808	12	4,690,617,330
	13	Investments—program-related. See Part IV, line 11	3,327,032	13	14,659,058
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	721,473,746	15	749,764,426
16	Total assets. Add lines 1 through 15 (must equal line 34)	17,840,296,958	16	19,588,565,098	
Liabilities	17	Accounts payable and accrued expenses	116,374,629	17	107,632,634
	18	Grants payable		18	
	19	Deferred revenue	7,852,622	19	3,680,538
	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	151,219,341	23	782,809,962
	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	15,653,846,986	25	16,584,514,045
	26	Total liabilities. Add lines 17 through 25	15,929,293,578	26	17,478,637,179
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	0	30	0
	31	Paid-in or capital surplus, or land, building or equipment fund	0	31	0
	32	Retained earnings, endowment, accumulated income, or other funds	1,911,003,380	32	2,109,927,919
33	Total net assets or fund balances	1,911,003,380	33	2,109,927,919	
34	Total liabilities and net assets/fund balances	17,840,296,958	34	19,588,565,098	

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	861,138,238
2	Total expenses (must equal Part IX, column (A), line 25)	2	607,945,962
3	Revenue less expenses Subtract line 2 from line 1	3	253,192,276
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,911,003,380
5	Net unrealized gains (losses) on investments	5	-41,556,100
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	-12,711,637
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	2,109,927,919

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

	Yes	No
1 Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
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	Yes	
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	Yes	
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?		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		

Additional Data

Software ID:

Software Version:

EIN: 91-0219435

Name: CREDIT UNIONS IN THE STATE OF WASHINGTON
BOEING EMPLOYEES CREDIT UNION

Form 990 (2018)

Form 990, Part III, Line 4a:

TOTAL 1,162,490 MEMBERS, 128,613 NEW MEMBERS FOR 2018, 164,878 LOANS ORIGINATED TOTALING \$8,287,831,172

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			
SUSAN ERLICH CHAIRPERSON	6 00	X		X				47,614	0	0
WILL DAUGHERTY DIRECTOR	6 00	X						40,313	0	0
JOHN MCMURRAY AUDIT COMMITTEE	6 00	X						17,663	0	0
MATTHEW OPPENHEIMER DIRECTOR	6 00	X						17,477	0	0
DENIS FARMER DIRECTOR	6 00	X						40,498	0	0
WILLIAM LONGBRAKE DIRECTOR	6 00	X						45,114	0	0
ROGER MAULDIN DIRECTOR	6 00	X						27,021	0	0
JANE REPENSEK DIRECTOR, AUDIT COMMITTEE CHAIR	6 00	X						42,614	0	0
DESIREE SERR DIRECTOR, AUDIT COMMITTEE MEMBER	6 00	X						45,600	0	0
DEBRA SOMBERG DIRECTOR	6 00	X						45,114	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			
JESSIE WOOLLEY-WILSON DIRECTOR, AUDIT COMMITTEE MEMBER	6 00	X						40,498	0	0
DAVID YONCE DIRECTOR	6 00	X						47,075	0	0
JOHN PORTER PRESIDENT/CEO	40 00			X				1,418,554	0	515,543
THOMAS BERQUIST SVP MARKETING & COOPERATIVE AFFAIRS	40 00			X				785,277	0	236,856
THOMAS MORGAN SVP/CIO	40 00			X				565,574	0	191,888
DOUGLAS MARSHALL SVP RETAIL	40 00			X				833,611	0	123,800
MICHAEL STRAND SVP MEMBER LENDING	40 00			X				639,304	0	319,013
MELANIE WALSH SVP HUMAN RESOURCES	40 00			X				833,291	0	262,954
MELBA BARTELS SVP FINANCE/CFO	40 00			X				622,745	0	166,874
JOHN STEWART SVP CHIEF RISK OFFICER	40 00			X				518,332	0	129,101

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			
MICHAEL RYAN VICE PRESIDENT AND GENERAL COUNSEL	40 00			X				365,075	0	72,147
ANTHONY HARRIS ASSOCIATE GENERAL COUNSEL	40 00			X				175,272	0	99,310
TRAVIS SIMPSON SVP RETAIL, CONTACT CENTER & WEALTH	40 00				X			309,766	0	75,080
LORRAINE STEWART VICE PRESIDENT MORTGAGE LENDING	40 00				X			303,642	0	84,316
LINNEA WEXLER SR COMMERCIAL RELATIONSHIP MANAGER	40 00					X		430,808	0	67,925
DANA GRAY VICE PRESIDENT SMALL BUSINESS	40 00					X		394,746	0	138,188
DEBORAH TAGLIALAVORE DIRECTOR BUSINESS LENDING	40 00					X		384,814	0	90,545
MATHEW DAILEY VICE PRESIDENT WEALTH MANAGEMENT	40 00					X		358,447	0	89,647
HOWARD WU VICE PRESIDENT DIGITAL	40 00					X		355,201	0	62,677

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations Complete Part I-A only

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations Complete Part III

Name of the organization CREDIT UNIONS IN THE STATE OF WASHINGTON BOEING EMPLOYEES CREDIT UNION	Employer identification number 91-0219435
---	--

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

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")
- 2 Political campaign activity expenditures (see instructions) ▶ \$ 80,750
- 3 Volunteer hours for political campaign activities (see instructions)

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

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No
- 4a Was a correction made? ☐ Yes ☐ No
- b If "Yes," describe in Part IV

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ 80,750
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$
- 3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$ 80,750
- 4 Did the filing organization file **Form 1120-POL** for this year? ☒ Yes ☐ No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
1 See Additional Data Table				
2				
3				
4				
5				
6				

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

A Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)

B Check ☐ if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures
(The term "expenditures" means amounts paid or incurred.)**(a)** Filing
organization's
totals**(b)** Affiliated
group totals

1a Total lobbying expenditures to influence public opinion (grass roots lobbying)

b Total lobbying expenditures to influence a legislative body (direct lobbying)

c Total lobbying expenditures (add lines 1a and 1b)

d Other exempt purpose expenditures

e Total exempt purpose expenditures (add lines 1c and 1d)

f Lobbying nontaxable amount Enter the amount from the following table in both columns

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over \$500,000	20% of the amount on line 1e
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000
Over \$17,000,000	\$1,000,000

g Grassroots nontaxable amount (enter 25% of line 1f)

h Subtract line 1g from line 1a If zero or less, enter -0-

i Subtract line 1f from line 1c If zero or less, enter -0-

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?

☐ **Yes** ☐ **No****4-Year Averaging Period Under section 501(h)**

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

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

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

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

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

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

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).	2a	
a	Current year	2b	
b	Carryover from last year	2c	
c	Total	3	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	4	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	5	
5	Taxable amount of lobbying and political expenditures (see instructions)		

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, Part II-A (affiliated group list), Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation
PART I-A, LINE 1	IN 2018, BECU CONTRIBUTED PRIMARILY TO THE ELECTION CAMPAIGNS OF VARIOUS INDIVIDUALS RUNNING FOR WASHINGTON STATE ELECTED POSITIONS

Additional Data

Software ID:

Software Version:

EIN: 91-0219435

Name: CREDIT UNIONS IN THE STATE OF WASHINGTON
BOEING EMPLOYEES CREDIT UNION

Form 990, Schedule C, Part 1-C, Line 5

(a)Name	(b)Address	(c) EIN	(d) Amount paid from filing organization’s funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
FRIENDS OF ANDREW BARKIS	PO BOX 8728 LACEY, WA 98509	811755579	500	
FRIENDS OF ANDY BILLIG	PO BOX 145 SPOKANE, WA 99210	271127517	2000	
CITIZENS TO ELECT BILL JENKIN	PO BOX 1708 PROSSER, WA 99350	813443408	500	
BOB HASEGAWA FOR STATE SENATE	PO BOX 84331 SEATTLE, WA 98124	201930625	2000	
COMMITTEE TO ELECT BRANDON VICK	PO BOX 1434 BATTLE GROUND, WA 98604	271915545	1000	
COMMITTEE TO RE-ELECT BRIAN BLAKE	PO BOX 1541 LONGVIEW, WA 98632	870699800	500	
BRUCE CHANDLER CAMPAIGN	PO BOX 1108 ZILLAH, WA 98953	912066326	500	
FRIENDS OF CHRISTINE KILDUFF	PO BOX 65431 UNIVERSITY PLACE, WA 98464	465034375	250	
FRIENDS OF DEREK STANFORD	PO BOX 2041 BOTHELL, WA 98041	272317624	500	
DEMOCRATIC LEGIS CAMPAIGN COMMITTEE	1225 I ST NW STE 1250 WASHINGTON, DC 20005	521870839	2000	
DEMOCRATIC GOVERNORS ASSOCIATION	1225 EYE STREET NW STE 1100 WASHINGTON, DC 20005	521304889	25000	
FRIENDS OF DREW STOKESBARY	PO BOX 92 AUBURN, WA 98071	465287065	500	
FRIENDS TO ELECT ERIC PETTIGREW	PO BOX 28660 SEATTLE, WA 98118	534801080	500	
FRIENDS OF LARRY SPRINGER	700 20TH AVE W KIRKLAND, WA 98033	830382872	1000	
MARKO FOR SENATE	119 1ST AVE S STE 320 SEATTLE, WA 98104	260696977	500	
FRIENDS OF FRANK CHOPP	4130 1ST AVE S STE D SEATTLE, WA 98134	320020852	2000	
FRIENDS OF LILLIAN ORTIZ-SELF	PO BOX 581 MUKILTEO, WA 98275	463819721	250	
FRIENDS OF NOEL FRAME	PO BOX 99143 SEATTLE, WA 98139	454760606	250	
FRIENDS OF GAEI	PO BOX 9100 SEATTLE, WA 98109	371666948	500	
COMMITTEE TO ELECT GINA MCCABE	PO BOX 1105 GOLDENDALE, WA 98620	471241800	500	
FRIENDS OF HANS ZEIGER	PO BOX 73303 PUYALLUP, WA 98373	270422184	500	
THE HARRY TRUMAN FUND	PO BOX 9100 SEATTLE, WA 98109	911769570	2000	
HOUSE DEMOCRATIC CAMPAIGN COMMITTEE	4130 1ST AVE S STE D SEATTLE, WA 98134	918178946	1000	
HOUSE REPUBLICAN ORGANIZATIONAL COMMITTEE	PO BOX 7222 OLYMPIA, WA 98507	916177625	1000	
PEOPLE FOR PEDERSEN	815 FIRST AVE 111 SEATTLE, WA 98104	203979617	2000	
JEFF HOLY FOR SENATE	PO BOX 40285 SPOKANE, WA 99220	824751774	500	
FRIENDS OF JIM WALSH	PO BOX 2259 ABERDEEN, WA 98520	475427469	500	
FRIENDS OF JOE FAIN	PO BOX 7809 COVINGTON, WA 98042	271654871	1000	
FRIENDS OF JOE FITZGIBBON	PO BOX 66235 BURIEN, WA 98166	272265718	500	
JOHN BRAUN FOR STATE SENATE	1955 SALZER VALLEY RD CENTRALIA, WA 98531	455101339	500	

Form 990, Schedule C, Part 1-C, Line 5

(a)Name	(b)Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
COMMITTEE TO ELECT JOHN LOVICK	2403 157TH PL SE MILL CREEK, WA 98012	900040477	500	
ELECT JOHN MCCOY	PO BOX 1821 MARYSVILLE, WA 98270	912068458	500	
COMMITTEE TO ELECT JT WILCOX	PO BOX 747 MCKENNA, WA 98558	270758934	2000	
FRIENDS TO ELECT KRISTINE REEVES	PO BOX 24153 FEDERAL WAY, WA 98093	812277473	2000	
FRIENDS TO ELECT LARRY HOFF	10013 NE HAZEL DELL AVE BOX 136 VANCOUVER, WA 98685	822618438	2000	
FRIENDS TO ELECT LYNDA WILSON	PO BOX 820568 VANCOUVER, WA 98682	464097009	1000	
FRIENDS OF MANKA	17221 NE 115TH CT REDMOND, WA 98052	815223744	500	
FRIENDS OF MARCUS RICCELLI	PO BOX 1325 SPOKANE, WA 99210	455222828	500	
FRIENDS OF MARI LEAVITT	PO BOX 65195 TACOMA, WA 98466	812668177	250	
SENATE COMMITTEE FOR MARK SCHOESLER	1588 EAST ROSENOFF RD RITZVILLE, WA 99169	043779321	2000	
COMMITTEE TO ELECT MIKE VOLZ	PO BOX 10163 SPOKANE, WA 99209	813891241	750	
FRIENDS OF MONA DAS	119 1ST AVE S STE 320 SEATTLE, WA 98104	825147245	500	
CAMPAIGN TO RE-ELECT PAT SULLIVAN	26513 168TH PL SE COVINGTON, WA 98042	043679431	2000	
FRIENDS OF PATTY KUDERER	PO BOX 23037 SEATTLE, WA 98102	475315866	1000	
FRIENDS OF PHIL FORTUNATO	PO BOX 2201 AUBURN, WA 98071	821366387	500	
FRIENDS TO ELECT RANDI BECKER	44106 14TH AVE E EATONVILLE, WA 98328	770708976	500	
FRIENDS OF SHARON BROWN	6855 W CLEARWATER AVE 101-143 KENNEWICK, WA 99336	462639382	500	
FRIENDS OF SANTOS	PO BOX 78606 SEATTLE, WA 98178	911913482	500	
SENATE REPUBLICAN CAMPAIGN COMMITTEE	PO BOX 11025 OLYMPIA, WA 98508	910987396	1000	
CITIZENS FOR STEVE BERGQUIST	PO BOX 2050 RENTON, WA 98056	454489263	1000	
COMMITTEE TO ELECT STEVE HOBBS	3309 114TH DR NE LAKE STEVENS, WA 98258	204733784	500	
STEVE KIRBY CAMPAIGN	9415 TACOMA AVE S TACOMA, WA 98444	711000906	1000	
THE KENNEDY FUND	119 1ST AVE S STE 320 SEATTLE, WA 98104	482745811	2000	
THE LEADERSHIP COUNCIL	PO BOX 12085 OLYMPIA, WA 98508	911714860	2000	
THE REAGAN FUND	PO BOX 904 OLYMPIA, WA 98507	911716818	2000	
PEOPLE FOR TIMM ORMSBY	PO BOX 2177 SPOKANE, WA 99210	550876251	1000	
FRIENDS OF TINA ORWALL	17837 1ST AVE S PMB 299 NORMANDY PARK, WA 98148	453602805	1000	
WASHINGTON SENATE DEMOCRATIC CAMPAIGN	4130 1ST AVE S STE D SEATTLE, WA 98134	462614068	1000	
PEOPLE FOR ZACK HUDGINS	4511 S 136TH ST TUKWILA, WA 98168	810555017	500	

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
CREDIT UNIONS IN THE STATE OF WASHINGTON
BOEING EMPLOYEES CREDIT UNION

Employer identification number
91-0219435

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?

☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

☐ Yes ☐ No

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

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

☐ Preservation of land for public use (e g , recreation or education)

☐ Preservation of an historically important land area

☐ Protection of natural habitat

☐ Preservation of a certified historic structure

☐ Preservation of open space

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

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

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

	Amount
1c	
1d	
1e	
1f	

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

(ii) related organizations

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

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

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		22,794,549		22,794,549
b Buildings		105,945,629	31,535,601	74,410,028
c Leasehold improvements		40,433,886	26,574,706	13,859,180
d Equipment		66,772,270	39,709,592	27,062,678
e Other		91,197,113	62,557,569	28,639,544
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				166,765,979

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	1,284,408	F
(2) Closely-held equity interests		
(3) Other _____		
(A) INVESTMENT IN STOCK	41,312,400	F
(B) HELD TO MATURITY & AVAILABLE FOR SALE INVESTMENTS	4,648,020,522	F
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 12) ▶	4,690,617,330	

Part VIII

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

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

Part IX

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

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

Part X

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
SHARES AND DEPOSITS	16,514,957,775
DIVIDENDS PAYABLE	2,633,204
OTHER LIABILITIES	7,949,154
OUTSTANDING CHECKS	58,973,912
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25) ▶	16,584,514,045

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	855,297,191
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains (losses) on investments	2a	-1,594,165
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	2,312,210
e	Add lines 2a through 2d	2e	718,045
3	Subtract line 2e from line 1	3	854,579,146
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	6,559,092
c	Add lines 4a and 4b	4c	6,559,092
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)	5	861,138,238

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	603,967,255
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	2,312,210
e	Add lines 2a through 2d	2e	2,312,210
3	Subtract line 2e from line 1	3	601,655,045
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	6,290,917
c	Add lines 4a and 4b	4c	6,290,917
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)	5	607,945,962

Part XIII Supplemental Information

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

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:
Software Version:
EIN: 91-0219435
Name: CREDIT UNIONS IN THE STATE OF WASHINGTON
BOEING EMPLOYEES CREDIT UNION

Supplemental Information

Return Reference	Explanation
PART X, LINE 2	THE CREDIT UNION IS EXEMPT BY STATUTE FROM FEDERAL INCOME TAXES UNDER THE PROVISIONS OF SECTION 501 OF THE INTERNAL REVENUE CODE OF 1954, HOWEVER, THE CREDIT UNION'S UNRELATED BUSINESS INCOME IS SUBJECT TO FEDERAL INCOME TAXES THERE WERE NO SIGNIFICANT INCOME TAXES FOR THE YEARS ENDED DECEMBER 31, 2018 OR 2017 ACCOUNTING PRINCIPLES PRESCRIBE A RECOGNITION THRESHOLD AND MEASUREMENT ATTRIBUTE FOR THE FINANCIAL STATEMENT RECOGNITION AND MEASUREMENT OF A TAX POSITION TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN THE CREDIT UNION HAD NO UNRECOGNIZED TAX POSITIONS AT DECEMBER 31, 2018 OR 2017 IT IS THE CREDIT UNION'S POLICY TO RECORD ANY PENALTIES OR INTEREST ARISING FROM FEDERAL OR STATE TAXES AS A COMPONENT OF NONINTEREST EXPENSE THE CREDIT UNION FILES EXEMPT ORGANIZATION AND UNRELATED BUSINESS INCOME TAX RETURNS WITH THE FEDERAL JURISDICTION

Supplemental Information	
Return Reference	Explanation
PART XI, LINE 2D - OTHER ADJUSTMENTS	RENTAL EXPENSES 2,312,210

Supplemental Information	
Return Reference	Explanation
PART XI, LINE 4B - OTHER ADJUSTMENTS	CUSO INVESTMENT INCOME 268,175 INTEREST EXPENSE 6,290,917

Supplemental Information	
Return Reference	Explanation
PART XII, LINE 2D - OTHER ADJUSTMENTS	RENTAL EXPENSES 2,312,210

Supplemental Information	
Return Reference	Explanation
PART XII, LINE 4B - OTHER ADJUSTMENTS	INTEREST EXPENSE 6,290,917

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

Schedule I
(Form 990)

Department of the
Treasury
Internal Revenue Service

Name of the organization
CREDIT UNIONS IN THE STATE OF WASHINGTON
BOEING EMPLOYEES CREDIT UNION

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

Employer identification number
91-0219435

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

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

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

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 109

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

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
PART I, LINE 2	BECU MONITORS THE USE OF GRANT FUNDS IN THE U S BY ASKING EACH OF OUR NON-PROFIT GRANT OR DONATION RECIPIENTS TO PROVIDE PERIODIC UPDATES AND RANDOMLY CONDUCT ON SITE VISITS OF GRANT RECIPIENTS BECU GIFT MATCHING GUIDELINES REQUIRE THE DONEE ORGANIZATION TO PROVIDE PROOF OF RECEIPT OF FUNDS AND THEIR FEDERAL TAX IDENTIFICATION NUMBER

Additional Data

Software ID:
Software Version:
EIN: 91-0219435
Name: CREDIT UNIONS IN THE STATE OF WASHINGTON
BOEING EMPLOYEES CREDIT UNION

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ALLIANCE FOR EDUCATION 509 OLIVE WAY 500 SEATTLE, WA 98101	91-1508191	501(C)(3)	5,000				DONATION
AMERICAN ONLINE GIVING FOUNDATION INC PO BOX 3853 MS 223 SEATTLE, WA 98124	81-0739440	501(C)(3)	396,531				EMPLOYEE MATCHING DONATIONS

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ARTS WEST 4711 CALIFORNIA AVE SW SEATTLE, WA 98116	91-1440032	501(C)(3)	5,000				DONATION
BECU FOUNDATION 12770 GATEWAY DR S TUKWILA, WA 98168	91-1703337	501(C)(3)	249,742				PROVIDE ADMINISTRATIVE OPERATIONS FOR THE BECU FOUNDATION/EMPLOYEE GIFT MATCH

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BELLEVUE COLLEGE FOUNDATION 3000 LANDERHOLM CIRCLE SE A-101 BELLEVUE, WA 98007	91-1051671	501(C)(3)	15,000				DONATION
BELLWETHER HOUSING 1651 BELLEVUE AVENUE SEATTLE, WA 98122	91-1116960	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BIKE WORKS SEATTLE 3709 S FERDINAND STREET SEATTLE, WA 98118	91-1753062	501(C)(3)	28,400				DONATION
BOYS & GIRLS CLUBS OF KING COUNTY 603 STEWART ST 300 SEATTLE, WA 98101	91-0532600	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BOYS AND GIRLS CLUB OF SNOHOMISH COUNTY 9502 19TH AVE SE SUITE F EVERETT, WA 98208	91-0549511	501(C)(3)	5,000				DONATION
BRIGADOON SERVICE DOGS INC 4759 MISSION ROAD BELLINGHAM, WA 98226	27-0100385	501(C)(3)	15,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SEATTLE ECONOMIC DEVELOPMENT FUND 1437 S JACKSON SEATTLE, WA 98125	91-1764008	501(C)(3)	102,500				DONATION
CAREER PATH SERVICES 10 N POST STREET SPOKANE, WA 99201	91-1032846	501(C)(3)	21,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CHRIST KITCHEN PO BOX 10307 SPOKANE, WA 99209	47-3161138	501(C)(3)	10,000				DONATION
COLLEGE ACCESS NOW 3211 MLK WAY S SUITE A SEATTLE, WA 98144	68-0624494	501(C)(3)	43,500				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
COLLEGE SUCCESS FOUNDATION 15500 SE 30TH PLACE STE 200 BELLEVUE, WA 98007	91-2036088	501(C)(3)	70,000				DONATION
COMMUNITY COLLEGES OF SPOKANE FOUNDATION 501 N RIVERPOINT BLVD STE 203 SPOKANE, WA 99202	91-0886962	501(C)(3)	10,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CWU FOUNDATION 400 E UNIVERSITY WAY ELLENSBURG, WA 98926	23-7017467	501(C)(3)	15,500				DONATION
EASTERN WASHINGTON UNIVERSITY FOUNDATION 102 HARGREAVES HALL CHENEY, WA 99004	91-1019819	501(C)(3)	20,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
EDMONDS COMMUNITY COLLEGE FOUNDATION 20000 68TH AVE W LYNNWOOD, WA 98036	91-1186554	501(C)(3)	5,000				DONATION
EL CENTRO DE LA RAZA 2524 16TH AVE S 201 SEATTLE, WA 98144	91-0899927	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
EVERETT COMMUNITY COLLEGE FOUNDATION 2000 TOWER STREET EVERETT, WA 98201	91-1280495	501(C)(3)	5,000				DONATION
EVERGREENHEALTH FOUNDATION 12040 NE 128TH ST MS 5 KIRKLAND, WA 98034	91-1519430	501(C)(3)	18,400				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
EXPRESS CREDIT UNION 1930 6TH AVE S STE 104 SEATTLE, WA 98134	91-0573334	501(C)(14)	590,429				DONATION
FAMILIES FOR EFFECTIVE AUTISM TREATMENT 14434 NE 8TH ST STE 300 BELLEVUE, WA 98007	91-1727777	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FINANCIAL BEGINNINGS WASHINGTON 530 INDUSTRY DRIVE STE 240 TUKWILA, WA 98188	81-4631680	501(C)(3)	25,000				DONATION
FIRST WASHINGTON 21238 68TH AVE S KENT, WA 98032	45-2443839	501(C)(3)	35,900				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FORTERRA NW 901 FIFTH AVENUE STE 2200 SEATTLE, WA 98164	94-3112461	501(C)(3)	124,750				DONATION
FOUNDATION FOR PRIVATE ENTERPRISE EDU 923 POWELL AVE SW STE 100 RENTON, WA 98057	91-1048245	501(C)(3)	15,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FRIENDS OF THE CHILDREN - SEATTLE PO BOX 18886 SEATTLE, WA 98118	91-2047030	501(C)(3)	33,400				DONATION
FRIENDSHIP ADVENTURES 9805 NE 116TH ST PMB A185 KIRKLAND, WA 98034	73-1696316	501(C)(3)	10,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GLOBAL TO LOCAL 2800 S 192ND STREET STE 104 SEA TAC, WA 98188	27-3133200	501(C)(3)	50,000				DONATION
SCORE GREATER SEATTLE 2401 4TH AVENUE STE 450 SEATTLE, WA 98121	52-1067290	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HABITAT FOR HUMANITY SEATTLE-KING COUNTY 560 NACHES AVE SW 110 RENTON, WA 98057	91-1342397	501(C)(3)	85,000				DONATION
HIGHLINE COMMUNITY COLLEGE FOUNDATION PO BOX 98000 DES MOINES, WA 98198	23-7428279	501(C)(3)	9,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HIGHLINE HIGH SCHOOL ALUMNI FOUNDATION PO BOX 66647 BURIEN, WA 98166	91-1667582	501(C)(3)	6,000				DONATION
HOMESTEAD COMMUNITY LAND TRUST 412 MAYNARD AVE S STE 201 SEATTLE, WA 98104	91-1565651	501(C)(3)	20,400				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HOPEWORKS SOCIAL ENTERPRISES 3331 BROADWAY EVERETT, WA 98201	80-0684608	501(C)(3)	111,517				DONATION
HOUSING DEVELOPMENT CONSORTIUM OF SEATTLE-KING COUNTY 1326 FIFTH AVENUE STE 230 SEATTLE, WA 98101	94-3073588	501(C)(3)	10,250				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
HOUSING HOPE 5830 EVERGREEN WAY EVERETT, WA 98203	94-3060709	501(C)(3)	105,172				DONATION
IDEAS42 80 BROAD STREET 30TH FLOOR NEW YORK, NY 10004	27-1678009	501(C)(3)	157,200				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
IMPACT CAPITAL 401 SECOND AVE SUITE 301 SEATTLE, WA 98104	94-3196958	501(C)(3)	15,000				DONATION
INTIMAN THEATRE 201 MERCER STREET SEATTLE, WA 98109	23-7328597	501(C)(3)	10,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ISLANDWOOD 4450 BLAKELY AVE NE BAINBRIDGE ISLAND, WA 98110	31-1654076	501(C)(3)	5,500				DONATION
ISSAQUAH FOOD AND CLOTHING BANK PO BOX 652 ISSAQUAH, WA 98027	91-1245499	501(C)(3)	10,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
JUNIOR ACHIEVEMENT OF OR AND SW WA INC 7830 SE FOSTER RD PORTLAND, OR 97206	93-0384007	501(C)(3)	55,000				DONATION
JUNIOR ACHIEVEMENT OF WASHINGTON 600 STEWART STREET 212 SEATTLE, WA 98101	91-0604913	501(C)(3)	236,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
KAL ACADEMY 2757 152ND AVE NE REDMOND, WA 98052	47-2627285	501(C)(3)	18,400				DONATION
KNOK STUDIO 718 GRIFFIN AVE 5 ENUMCLAW, WA 98022	45-4021000	501(C)(3)	13,400				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
LEADERSHIP TOMORROW 1301 FIFTH AVE STE 1500 SEATTLE, WA 98101	91-1196293	501(C)(3)	5,000				DONATION
LITERARY SOURCE 3200 NE 125TH ST SEATTLE, WA 98125	91-2101208	501(C)(3)	21,800				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MANY LIGHTS FOUNDATION 6947 COAL CREEK PKWY SE 208 NEWCASTLE, WA 98059	20-8394344	501(C)(3)	5,000				DONATION
MASTER GARDNER FOUNDATION OF SPOKANE CTY 222 N HAVANA STREET SPOKANE, WA 99202	46-0925099	501(C)(3)	18,400				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MENTOR WASHINGTON 1605 NW SAMMAMISH ROAD SUITE 200 ISSAQUAH, WA 98027	20-8335617	501(C)(3)	10,000				DONATION
MUSEUM OF FLIGHT 9404 E MARGINAL WAY S SEATTLE, WA 98108	91-0785826	501(C)(3)	10,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NATIONAL CREDIT UNION FOUNDATION INC PO BOX 78880 MILWAUKEE, WI 53278	39-1383650	501(C)(3)	205,000				DONATION
NORTH SEATTLE COLLEGE EDUCATION FUND 9600 COLLEGE WAY N SEATTLE, WA 98103	41-2178833	501(C)(3)	10,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NORTHWEST CREDIT UNION FOUNDATION 33301 9TH AVE S SUITE 200 FEDERAL WAY, WA 98003	91-1649328	501(C)(3)	30,000				DONATION
NORTHWEST INNOVATION RESOURCE CTR 2200 RIMLAND DR STE 210 BELLINGHAM, WA 98226	27-3156063	501(C)(3)	20,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
OPEN DOORS FOR MULTICULTURAL FAMILIES 24437 RUSSELL RD 220 KENT, WA 98032	27-1206272	501(C)(3)	19,400				DONATION
FINANCIAL EDUCATION PUBLIC-PRIVATE PARTNERSHIP 600 WASHINGTON STREET SE OLYMPIA, WA 98501	91-6001112	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
OUTDOORS FOR ALL FOUNDATION 6344 NE 7TH STREET STE 102 SEATTLE, WA 98115	91-1085999	501(C)(3)	18,400				DONATION
OUTREACH & RESOURCE SERVICES FOR WOMEN 8306 GREENWOOD AVE N 30857 SEATTLE, WA 98113	45-5619578	501(C)(3)	6,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PACIFIC LUTHERAN UNIVERSITY 12180 PARK AVENUE SOUTH SEATTLE, WA 98111	91-0565571	501(C)(3)	10,000				DONATION
PACIFIC SCIENCE CENTER 200 2ND AVENUE N SEATTLE, WA 98109	91-0750867	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PARKVIEW SERVICES 18551 AURORA AVE N STE 200 SHORELINE, WA 98133	91-0828809	501(C)(3)	41,000				DONATION
PHILANTHROPY NORTHWEST 2815 SECOND AVE SUITE 290 SEATTLE, WA 98121	91-1110995	501(C)(3)	6,880				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PIERCE COUNTY AIDS FOUNDATION 3009 SOUTH 40TH ST TACOMA, WA 98409	91-1385245	501(C)(3)	5,900				DONATION
PROJECT HOPE SPOKANE 1428 W BROADWAY SPOKANE, WA 99201	26-1417578	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
RAIN CITY ROCK CAMP FOR GIRLS 117 E LOUISA ST 445 SEATTLE, WA 98102	94-3455872	501(C)(3)	15,000				DONATION
RAVEN ROCK RANCH 20503 NE 122ND ST REDMOND, WA 98053	27-3362900	501(C)(3)	18,400				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
READING PARTNERS 180 GRAND AVENUE STE 800 OAKLAND, CA 94612	77-0568469	501(C)(3)	25,000				DONATION
REBUILDING TOGETHER SOUTH SOUND 4019 S ORCHARD ST TACOMA, WA 98466	91-2147601	501(C)(3)	25,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ROTARY FIRST HARVEST 1201 FIRST AVENUE S STE 327 SEATTLE, WA 98134	91-1229941	501(C)(3)	28,400				DONATION
SCARLET ROAD PO BOX 378 BREMERTON, WA 98337	45-3703034	501(C)(3)	18,400				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SEATTLE CENTRAL COMM COLLEGE FOUNDATION 1701 BROADWAY BE 4180 SEATTLE, WA 98122	91-1037870	501(C)(3)	15,000				DONATION
SEATTLE FOUNDATION 1200 FIFTH AVE SUITE 1300 SEATTLE, WA 98101	91-6013536	501(C)(3)	25,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SEATTLE GOOD BUSINESS NETWORK 220 SECOND AVE STE 202 SEATTLE, WA 98104	27-2172486	501(C)(3)	53,500				DONATION
SEATTLE GOODWILL 700 DEARBORN PL S SEATTLE, WA 98144	91-0568708	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SEATTLE UNIVERSITY 901 12TH AVE SEATTLE, WA 98122	91-0565006	501(C)(3)	5,000				DONATION
SOCIAL VENTURE PARTNERS 220 SECOND AVE S 3RD FL SEATTLE, WA 98104	91-1894424	501(C)(3)	30,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SOUTH SEATTLE COLLEGE FOUNDATION 6000 16TH AVENUE SW SEATTLE, WA 98106	91-1122981	501(C)(3)	11,500				DONATION
SOUTH SOUND OUTREACH SRVCS 1106 MARTIN LUTHER KING JR WAY TACOMA, WA 98405	91-1741624	501(C)(3)	20,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SPOKANE NEIGHBORHOOD ACTION PARTNERS 3102 W FORT GEORGE WRIGHT DR SPOKANE, WA 99224	91-1311127	501(C)(3)	108,350				DONATION
ST PHILOMENA CATHOLIC CHURCH 1815 S 220TH STREET DES MOINES, WA 98198	91-0608536	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ST STEPHEN HOUSING ASSOCIATION 13055 SE 192ND ST RENTON, WA 98058	94-3125444	501(C)(3)	18,400				DONATION
TACOMA URBAN LEAGUE 2550 S YAKIMA AVENUE TACOMA, WA 98405	91-0826302	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE COFFEE OASIS 837 4TH STREET BREMERTON, WA 98337	91-1745050	501(C)(3)	10,000				DONATION
THE EVERGREEN STATE COLLEGE FOUNDATION 2700 EVERGREEN PARKWAY NW OLYMPIA, WA 98505	91-0981488	501(C)(3)	10,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE GOODTIMES PROJECT 24439 NE 19TH ST SAMMAMISH, WA 98074	46-2489916	501(C)(3)	18,400				DONATION
THE OPEN WINDOW SCHOOL 6128 168TH PLACE SE BELLEVUE, WA 98006	91-1303536	501(C)(3)	8,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE PROSPERITY AGENDA 219 1ST AVE S STE 300 SEATTLE, WA 98104	80-0919097	501(C)(3)	205,750				DONATION
TURNING POINT SEATTLE 1315 N 160TH ST SHORELINE, WA 98133	20-5118203	501(C)(3)	18,400				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED WAY 107 CHERRY ST SEATTLE, WA 98104	91-0565555	501(C)(3)	30,000				DONATION
UNITED WAY OF SKAGIT COUNTY PO BOX 451 BURLINGTON, WA 98233	91-0755705	501(C)(3)	15,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UNITED WAY OF SNOHOMISH COUNTY 917 134TH STREET SW SUITE B-1 EVERETT, WA 98204	91-0606507	501(C)(3)	100,000				DONATION
UNIVERSITY OF WASHINGTON PO BOX 3981 SEATTLE, WA 98124	91-6001537	501(C)(3)	132,500				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
URBAN ARTWORKS 815 SEATTLE BLVD S STE B7 SEATTLE, WA 98134	91-1939910	501(C)(3)	28,400				DONATION
VENTURES 2100 24TH AVE S SEATTLE, WA 98144	91-1704028	501(C)(3)	7,500				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WASHINGTON ALLIANCE FOR BETTER SCHOOLS 18560 FIRST AVENUE NE SHORELINE, WA 98155	91-1698851	501(C)(3)	29,500				DONATION
WASHINGTON ASSET BUILDING COALITION 120 STATE STREET NE 1010 OLYMPIA, WA 98501	27-1406157	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WASHINGTON DECA 16040 CHRISTENSEN RD STE 215 TUKWILA, WA 98188	91-1308496	501(C)(3)	16,500				DONATION
WASHINGTON HOMEOWNERSHIP RESOURCE CENTER 7544 MIDVALE AVE STE LL SHORELINE, WA 98133	91-1669492	501(C)(3)	5,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WASHINGTON WOMEN IN NEED 2285 116TH AVE NE 100 BELLEVUE, WA 98004	91-1559848	501(C)(3)	10,000				DONATION
WHITE CENTER FOOD BANK 10829 8TH AVE SW SEATTLE, WA 98146	91-1167830	501(C)(3)	15,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WORLDWIDE FOUNDATION FOR CREDIT UNIONS 5710 MINERAL POINT ROAD MADISON, WI 53705	39-6093210	501(C)(3)	15,000				DONATION
YEAR UP INC 45 MILK STREET 8TH FLOOR BOSTON, MA 02109	04-3534407	501(C)(3)	5,500				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
YOGA BEHIND BARS 6512 23RD AVE NW SEATTLE, WA 98117	20-8867242	501(C)(3)	18,400				DONATION
YOUTH CARE 2500 NE 54TH ST SEATTLE, WA 98105	91-0917079	501(C)(3)	20,000				DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
YOUTH EASTSIDE SERVICES 999 164TH AVE NE BELLEVUE, WA 98008	91-0849093	501(C)(3)	10,000				DONATION
YWCA OF SEATTLEKINGSNOHOMISH COUNTY 1118 5TH AVE SEATTLE, WA 98101	91-0482890	501(C)(3)	5,000				DONATION

Schedule J (Form 990)	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 <u>www.irs.gov/Form990</u> for instructions and the latest information.	OMB No 1545-0047 2018 Open to Public Inspection
	Department of the Treasury Internal Revenue Service	
	Name of the organization CREDIT UNIONS IN THE STATE OF WASHINGTON BOEING EMPLOYEES CREDIT UNION Employer identification number 91-0219435	

Part I Questions Regarding Compensation		Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items			
☐ First-class or charter travel ☒ Travel for companions ☐ Tax indemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☒ Health or social club dues or initiation fees ☐ Personal services (e g , maid, chauffeur, chef)			
b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b	Yes	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	2	Yes	
3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director Check all that apply Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III			
☒ Compensation committee ☒ Independent compensation consultant ☐ Form 990 of other organizations ☐ Written employment contract ☒ Compensation survey or study ☒ Approval by the board or compensation committee			
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization			
a Receive a severance payment or change-of-control payment?	4a	Yes	
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	Yes	
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	4c		No
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of			
a The organization?	5a		
b Any related organization? If "Yes," on line 5a or 5b, describe in Part III	5b		
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
a The organization?	6a		
b Any related organization? If "Yes," on line 6a or 6b, describe in Part III	6b		
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	7		
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8		
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9		

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

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

See Additional Data Table

Schedule J (Form 990) 2018

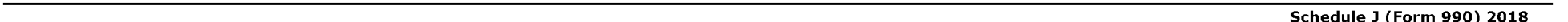
Part III **Supplemental Information**

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

Return Reference	Explanation
PART I, LINE 1A	BECU MAINTAINS A MEMBERSHIP AT A SOCIAL CLUB. ALL EXECUTIVES HAVE ACCESS TO THE CLUB FOR CONDUCTING MEETINGS AND TO HOST SOCIAL EVENTS. THE BENEFIT OF ATTENDING THE CLUB IS NOT TAXABLE TO THE RECIPIENT.

Return Reference	Explanation
PART I, LINE 4A	HOWARD WU RECEIVED A SEVERANCE PAYMENT IN THE AMOUNT OF \$147,426

Return Reference	Explanation
PART I, LINE 4B	PRESIDENT/CEO \$395,436 ACCRUAL OF 457(F) SERP SVP MARKETING & CO-OP AFFAIRS RECEIVED PAYMENT DUE TO VESTING OF THE SERP IN THE AMOUNT OF \$272,351 SVP MEMBER LENDING \$186,667 ACCRUAL OF 457(F) SERP SVP/CIO \$86,702 ACCRUAL OF 457(F) SERP SVP RETAIL RECEIVED PAYMENT DUE TO VESTING OF THE SERP IN THE AMOUNT OF \$270,511 SVP HUMAN RESOURCES RECEIVED PAYMENT DUE TO VESTING OF THE SERP IN THE AMOUNT OF \$323,235 SVP FINANCE/CFO \$80,039 ACCRUAL OF 457(F) SERP SVP/CHIEF RISK OFFICER \$49,139 ACCRUAL OF 457(F) SERP



Additional Data

Software ID:
Software Version:
EIN: 91-0219435
Name: CREDIT UNIONS IN THE STATE OF WASHINGTON
BOEING EMPLOYEES CREDIT UNION

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
JOHN PORTER PRESIDENT/CEO	(i)	682,897	721,013	14,644	490,962	24,581	1,934,097	0
	(ii)	0	0	0	0	0	0	0
THOMAS BERQUIST SVP MARKETING & COOPERATIVE AFFAIRS	(i)	291,963	218,189	275,125	217,293	19,563	1,022,133	272,351
	(ii)	0	0	0	0	0	0	0
THOMAS MORGAN SVP/CIO	(i)	321,887	239,493	4,194	179,033	12,855	757,462	0
	(ii)	0	0	0	0	0	0	0
DOUGLAS MARSHALL SVP RETAIL	(i)	318,422	237,729	277,460	107,662	16,138	957,411	270,511
	(ii)	0	0	0	0	0	0	0
MICHAEL STRAND SVP MEMBER LENDING	(i)	370,103	266,795	2,406	298,820	20,193	958,317	0
	(ii)	0	0	0	0	0	0	0
MELANIE WALSH SVP HUMAN RESOURCES	(i)	292,205	216,411	324,675	243,083	19,871	1,096,245	323,235
	(ii)	0	0	0	0	0	0	0
MELBA BARTELS SVP FINANCE/CFO	(i)	397,309	221,176	4,260	148,154	18,720	789,619	0
	(ii)	0	0	0	0	0	0	0
JOHN STEWART SVP CHIEF RISK OFFICER	(i)	298,177	218,585	1,570	107,566	21,535	647,433	0
	(ii)	0	0	0	0	0	0	0
MICHAEL RYAN VICE PRESIDENT AND GENERAL COUNSEL	(i)	254,387	109,588	1,100	54,035	18,112	437,222	0
	(ii)	0	0	0	0	0	0	0
ANTHONY HARRIS ASSOCIATE GENERAL COUNSEL	(i)	142,086	30,910	2,276	89,838	9,472	274,582	0
	(ii)	0	0	0	0	0	0	0
TRAVIS SIMPSON SVP RETAIL, CONTACT CENTER & WEALTH	(i)	217,570	90,912	1,284	51,532	23,548	384,846	0
	(ii)	0	0	0	0	0	0	0
LORRAINE STEWART VICE PRESIDENT MORTGAGE LENDING	(i)	206,505	94,957	2,180	68,250	16,066	387,958	0
	(ii)	0	0	0	0	0	0	0
LINNEA WEXLER SR COMMERCIAL RELATIONSHIP MANAGER	(i)	124,363	304,460	1,985	41,439	26,486	498,733	0
	(ii)	0	0	0	0	0	0	0
DANA GRAY VICE PRESIDENT SMALL BUSINESS	(i)	265,111	125,391	4,244	115,142	23,046	532,934	0
	(ii)	0	0	0	0	0	0	0
DEBORAH TAGLIALAVORE DIRECTOR BUSINESS LENDING	(i)	188,587	194,693	1,534	75,976	14,569	475,359	0
	(ii)	0	0	0	0	0	0	0
MATHEW DAILEY VICE PRESIDENT WEALTH MANAGEMENT	(i)	184,574	169,417	4,456	70,915	18,732	448,094	0
	(ii)	0	0	0	0	0	0	0
HOWARD WU VICE PRESIDENT DIGITAL	(i)	45,651	132,874	176,676	53,426	9,251	417,878	0
	(ii)	0	0	0	0	0	0	0

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury

Name of the organization

CREDIT UNIONS IN THE STATE OF WASHINGTON
BOEING EMPLOYEES CREDIT UNION**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**

Employer identification number

91-0219435

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	BECU IS A COOPERATIVE SOCIETY ORGANIZED UNDER WASHINGTON LAW AS A NONPROFIT CORPORATION FOR THE PURPOSES OF PROMOTING THRIFT AMONG ITS MEMBERS AND CREATING A SOURCE OF CREDIT FOR THEM AT FAIR AND REASONABLE RATE OF INTEREST MEMBERSHIP AT BECU IS LIMITED TO THOSE PERSONS LISTED IN THE FIELD OF MEMBERSHIP APPENDIX TO THE BYLAWS AT ALL MEETINGS EACH MEMBER WITH ONE OR MORE FULLY PAID SHARES WILL HAVE ONE VOTE SUBJECT TO CERTAIN CONDITIONS

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7A	BECU IS A COOPERATIVE SOCIETY ORGANIZED UNDER WASHINGTON LAW AS A NONPROFIT CORPORATION FOR THE PURPOSES OF PROMOTING THRIFT AMONG ITS MEMBERS AND CREATING A SOURCE OF CREDIT FOR THEM AT FAIR AND REASONABLE RATES OF INTEREST MEMBERSHIP AT BECU IS LIMITED TO THOSE PERSONS LISTED IN THE FIELD OF MEMBERSHIP APPENDIX TO THE BYLAWS AND WHO MAINTAIN A SHARE ACCOUNT WITH A MINIMUM BALANCE AS SET BY BECU AT ALL MEETINGS EACH MEMBER HAS ONE VOTE SUBJECT TO CERTAIN CONDITIONS

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	TAX DIRECTOR, CONTROLLER AND GENERAL COUNSEL REVIEWED FORM 990 PRIOR TO FILING A COPY OF THE FINAL VERSION OF THE FORM 990 IS DISTRIBUTED TO EACH BOARD MEMBER BEFORE IT IS FILED FOR INFORMATIONAL PURPOSES

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	THE BOARD ALONG WITH ALL EMPLOYEES AFFIRMS THEIR ADHERENCE TO BECU'S CONFLICT OF INTEREST REQUIREMENTS IN WRITING ON A YEARLY BASIS (CALLED "ANNUAL CODE OF ETHICS AFFIRMATION" FORM) AUDIT SERVICES AND SECURITY RISK MONITOR FOR ETHICS VIOLATIONS THROUGH ANONYMOUS HOT LINES AND EMAILS THE AUDIT COMMITTEE ISSUES A YEARLY "WHISTLEBLOWER" LETTER TO ALL EMPLOYEES ENCOURAGING THEM TO REPORT ANY FRAUD OR ABUSE BY EMPLOYEES OR BOARD MEMBERS ALSO, ALONG WITH THE YEARLY RE-AFFIRMATION OF OUR CODE OF ETHICS, THERE IS A REQUIRED ETHICS REFRESHER COURSE THE CODE OF ETHICS POLICY OUTLINES HOW CONFLICTS ARE DETERMINED AND REQUIREMENTS FOR DISCLOSURE IF THERE IS AN ACTUAL OR PERCEIVED CONFLICT

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	MARKET COMPENSATION DATA WILL BE GATHERED FOR THE PRESIDENT'S POSITION AND THE OTHER EXECUTIVE POSITIONS AS PART OF THE BI-ANNUAL COMPETITIVE COMPENSATION ANALYSIS THE COMPENSATION DATA FOR THE PRESIDENT'S POSITION WILL BE PROVIDED TO THE COMPENSATION COMMITTEE FOR DEVELOPING A RECOMMENDATION TO THE BOARD OF DIRECTORS REGARDING ANY COMPENSATION ADJUSTMENT THE COMPENSATION COMMITTEE MAY ENGAGE THIRD PARTY CONSULTANTS TO ASSIST WITH THE CEO COMPENSATION REVIEW AND RECOMMENDATIONS THE EXECUTIVE COMPENSATION DATA WILL BE PROVIDED TO THE PRESIDENT FOR DETERMINING ADJUSTMENTS FOR THE OTHER EXECUTIVE POSITIONS THE COMPENSATION DATA WILL BE GATHERED USING A VARIETY OF INDUSTRY SURVEY SOURCES AND DATA SEGMENTS WHICH ARE THEN VALIDATED BY A THIRD PARTY BECU'S COMPENSATION PROGRAM IS ADMINISTERED BY THE HUMAN RESOURCES DEPARTMENT AND IS AUDITED BY BECU'S AUDIT SERVICES DEPARTMENT THE LAST COMPENSATION REVIEW WAS CONDUCTED IN 2018

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	BECU'S BYLAWS, CORPORATE GOVERNANCE OVERVIEW AND FINANCIAL DATA ARE POSTED AND AVAILABLE TO THE PUBLIC ON THE BECU ORG WEBSITE BECU'S FINANCIAL DATA IS ALSO AVAILABLE TO THE PUBLIC VIA THE NCUA WEBSITE

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART IX, LINE 11G	CONSULTING FEES 21,528,779 OTHER OUTSIDE SERVICES 8,491,589

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XI, LINE 9	OTHER COMPREHENSIVE INCOME PENSION & SERP BENEFIT PLANS -12,443,462 CURRENT YEAR CUSO INCOME -268,175

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
▶ Attach to Form 990.
▶ 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
CREDIT UNIONS IN THE STATE OF WASHINGTON
BOEING EMPLOYEES CREDIT UNION

Employer identification number
91-0219435

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
(1) EMPLOYEE BENEFIT FUNDING TRUST 14025 RIVEREDGE DRIVE SUITE 280 TAMPA, FL 33637	EMPLOYEE MEDICAL & PAID TIME-OFF BENEFIT OBLIGATIONS	WA	1,642,851	322,395,030	BECU

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) BECU FOUNDATION 12770 GATEWAY DR S TUKWILA, WA 98168 91-1703337	SCHOLARSHIPS	WA	501(C)(3)	PF	N/A		No

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

(a) 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

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

b Gift, grant, or capital contribution to related organization(s)

c Gift, grant, or capital contribution from related organization(s)

d Loans or loan guarantees to or for related organization(s)

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

j Lease of facilities, equipment, or other assets to related organization(s)

k Lease of facilities, equipment, or other assets from related organization(s)

l Performance of services or membership or fundraising solicitations for related organization(s)

m Performance of services or membership or fundraising solicitations by related organization(s)

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

r Other transfer of cash or property to related organization(s)

s Other transfer of cash or property from related organization(s)

Yes

No

1a

No

1b

Yes

1c

No

1d

No

1e

No

1f

No

1g

No

1h

No

1i

No

1j

No

1k

No

1l

Yes

1m

No

1n

Yes

1o

Yes

1p

No

1q

Yes

1r

No

1s

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

Schedule R (Form 990) 2018

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

[illegible]

Part VII **Supplemental Information**

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

Return Reference	Explanation