DLN: 93493277010089 OMB No 1545-0047 Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) ▶ Do not enter social security numbers on this form as it may be made public Open to Public Department of the ▶ Go to www.irs.gov/Form990 for instructions and the latest information. Treasury Inspection Internal Revenue Service For the 2019 calendar year, or tax year beginning 01-01-2018 , and ending 12-31-2018 C Name of organization D Employer identification number B Check if applicable FIRST ENTERTAINMENT CREDIT UNION FKA CREDIT UNIONS IN THE STATE OF CA ☐ Address change 95-2513485 ☐ Name change Doing business as ☐ Initial return ☐ Final return/terminated E Telephone number Number and street (or P O box if mail is not delivered to street address) Room/suite 6735 FOREST LAWN DRIVE NO 300 ☐ Amended return ☐ Application pending (888) 800-3328 City or town, state or province, country, and ZIP or foreign postal code HOLLYWOOD, CA $\,\,90068$ G Gross receipts \$ 66,029,396 Name and address of principal officer H(a) Is this a group return for FRANK WASSON ☐Yes ☑No subordinates? 6735 FOREST LAWN DRIVE NO 300 H(b) Are all subordinates HOLLYWOOD, CA 90068 ☐ Yes ☐No ıncluded? 501(c)(3) **✓** 4947(a)(1) or □ 527 501(c) (14) ◀ (insert no) If "No," attach a list (see instructions) **H(c)** Group exemption number ▶ Website: ► WWW FIRSTENT ORG L Year of formation 1967 M State of legal domicile CA K Form of organization ☐ Corporation ☐ Trust ☐ Association ☑ Other ► CREDIT UNION Summary 1 Briefly describe the organization's mission or most significant activities A COOPERATIVE, ORGANIZED FOR THE PURPOSE OF PROMOTING THRIFT AND SAVINGS AMONG ITS MEMBERS Activities & Governance 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) . 9 4 4 Number of independent voting members of the governing body (Part VI, line 1b) . Total number of individuals employed in calendar year 2018 (Part V, line 2a) 5 **6** Total number of volunteers (estimate if necessary) 6 Total unrelated business revenue from Part VIII, column (C), line 12 7a 1,132,119 **b** Net unrelated business taxable income from Form 990-T, line 34 **Prior Year Current Year** 8 Contributions and grants (Part VIII, line 1h) . Ravenua 47,339,109 54,552,153 9 Program service revenue (Part VIII, line 2g) . 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) . 12,325,806 11,077,523 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 226,498 399,720 59,891,413 66,029,396 12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3). 41,577 38,691 **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) 18,455,031 20,760,804 Expenses **16a** Professional fundraising fees (Part IX, column (A), line 11e) . . **b** Total fundraising expenses (Part IX, column (D), line 25) ▶0 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) . 35,027,396 31,485,846 53,524,004 52,285,341 18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) 13,744,055 Revenue less expenses Subtract line 18 from line 12 . 6,367,409 Net Assets or Fund Balances Beginning of Current Year End of Year 1,455,630,830 1,525,870,785 20 Total assets (Part X, line 16) . 21 Total liabilities (Part X, line 26) . 1,335,429,376 1,393,719,146 22 Net assets or fund balances Subtract line 21 from line 20 . 120,201,454 132,151,639 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 2019-09-26 Signature of officer Sign Here ADDIE ALLISON VP FINANCE Type or print name and title Print/Type preparer's name Preparer's signature Check 🔲 ıf P01054153 Paid self-employed Firm's name TURNER WARREN HWANG & CONRAD ACCTCY Firm's EIN ▶ 95-4083485 Preparer Use Only Firm's address ▶ 100 NORTH FIRST ST STE 202 Phone no (818) 954-9700 BURBANK, CA 91502 ✓ Yes 🗆 No May the IRS discuss this return with the preparer shown above? (see instructions) . For Paperwork Reduction Act Notice, see the separate instructions. Cat No 11282Y Form 990 (2018)

Form	990 (2018)				Page 2
Pa	nt III Statemen	t of Program Service Acc	complishments		_
	Check if Sch	edule O contains a response oi	note to any line in this Part III .		🗹
1	Briefly describe the	organization's mission	RATIVE, ORGANIZED FOR THE PURPOSE OF PROMOTING THRIFT AND SAVIET OF INTEREST SET BY THE BOARD OF DIRECTORS, AND PROBE OF MAINTENAMENT CREDIT UNION CONDUCTS ITS BUSINESS FOR THE MUTURINGS, SAVINGS, BENEFITS, OR SERVICES OF THE CREDIT UNION BEINGS, SAVINGS, SAVINGS, SAVINGS, AND SERVICES OF THE MUTUAL BENEFITS OF T		
MEM OPPO SOC: GENI	BERS, CREATING A S DRTUNITY FOR THEM IAL CONDITIONS AS	OURCE OF CREDIT FOR THEM TO USE AND CONTROL THEIR A COOPERATIVE, FIRST ENTEI S MEMBERS WITH THE EARNIN	AT RATES OF INTEREST SET BY TH OWN MONEY ON A DEMOCRATIC I RTAINMENT CREDIT UNION CONDU	HE BOARD OF DIRECTORS, AND F BASIS IN ORDER TO IMPROVE TH JCTS ITS BUSINESS FOR THE MU	PROVIDING AN IEIR ECONOMIC AND ITUAL BENEFIT AND
2	_	, -	,	ch were not listed on	□ Yes ☑ No
	•		0		
3	'			ts, any program	
_	services?				□ Yes ✓ No
		ese changes on Schedule O			
4	Section $501(c)(3)$ a	nd 501(c)(4) organizations are	required to report the amount of		
4a	(Code) (Expenses \$	including grants of \$) (Revenue \$)
	See Additional Data	, (,,,	,
4b	(Code) (Expenses \$	ıncludıng grants of \$) (Revenue \$)
	ENTERTAINMENT CREDIT UNION IS A COOPERATIVE, ORGANIZED FOR THE PURPOSE OF PROMOTING THRIFT AND SAVINGS RS, CREATING A SOURCE OF CREDIT FOR THEM AT RATES OF INTEREST SET BY THE BOARD OF DIRECTORS, AND PROVIDIN TUNITY FOR THEM TO USE AND CONTROL THEIR OWN MONEY ON A DEMOCRATIC BASIS IN ORDER TO IMPROVE THEIR ECO. L. CONDITIONS AS A COOPERATIVE, FIRST ENTERTAINMENT CREDIT UNION CONDUCTS ITS BUSINESS FOR THE MUTUAL BE ALL WELFARE OF ITS MEMBERS WITH THE EARNINGS, SAVINGS, BENEFITS, OR SERVICES OF THE CREDIT UNION BEING DISMBERS AS PATRONS Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Obtain the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Obtain the organization cease conducting, or make significant changes in how it conducts, any program services? Obtain the organization cease conducting, or make significant changes in how it conducts, any program services, as measured by espection 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 (Code) (Expenses \$ including grants of \$) (Revenue \$ See Additional Data (Code) (Expenses \$ including grants of \$) (Revenue \$ See Additional Data (Code) (Expenses \$ including grants of \$) (Revenue \$ See Additional Data (Code) (Expenses \$ including grants of \$) (Revenue \$ See Additional Data				
4c	(Code) (Expenses \$	ıncludıng grants of \$) (Revenue \$)
	See Additional Data				
4d		,			
	(Expenses \$	ıncludıng	grants of \$) (Revenue \$)
4e	Total program sei	rvice expenses ►			

Par	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?			No
7	If "Yes," complete Schedule D, Part I 2	6		No
8	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II Did the organization maintain collections of works of art, historical treasures, or other similar assets?	7 8		No
9	If "Yes," complete Schedule D, Part III	8		
9	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, VIII, VIII, IX, or X as applicable			
	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	
	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 🥞	11b		No
С	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 2	11c	Yes	
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
е	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		No
	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a		No
	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)(\mathfrak{n})? 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

Νo

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Par	Checklist of Required Schedules (continued)			
			Yes	No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	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? If "Yes," answer lines 24b through 24d and complete Schedule K If "No," go to line 25a	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
!5a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II	26	Yes	
.7	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		No
8	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)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L,	28b		No
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		No
9	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		No
0	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		No
1	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I .	31		No
2	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		No
3	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		No
4	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	Yes	
5a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes	
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		No
6	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		
7	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
8	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 197 Note. All Form 990 filers are required to complete Schedule O	38	Yes	
Par				
	Check if Schedule O contains a response or note to any line in this Part V	· ;		
1~	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable 1a 34,954		Yes	No
	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable 1a 34,954 Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b 0			
ט	Enter the number of forms wize included in line to Enter ion in not applicable			

1c

Yes

Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as

If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form

Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during

9a Did the sponsoring organization make any taxable distributions under section 4966? . . .

Sponsoring organizations maintaining donor advised funds.

a Initiation fees and capital contributions included on Part VIII, line 12 . .

b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities

b If "Yes," enter the amount of tax-exempt interest received or accrued during the year

Is the organization licensed to issue qualified health plans in more than one state?

Enter the amount of reserves the organization is required to maintain by the states in

Section 501(c)(29) qualified nonprofit health insurance issuers.

Section 501(c)(7) organizations. Enter

Section 501(c)(12) organizations. Entera Gross income from members or shareholders .

b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . .

12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?

Note. See the instructions for additional information the organization must report on Schedule O

14a Did the organization receive any payments for indoor tanning services during the tax year?

b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.

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

Is the organization an educational institution subject to the section 4968 excise tax on net investment income?

7e 7f

7g

7h

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9a

9h

12a

13a

14a

14b

15

No

Nο

Form **990** (2018)

10a

10b

11a

11b

12b

13b

13c

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Part	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											
Sec	tion A. Governing Body and Management											
				Yes	No							
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	9									
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O											
b	Enter the number of voting members included in line 1a, above, who are independent	1b	9									
2	Did any officer, director, trustee, or key employee have a family relationship or a busine	ss relat	onship with any other									

officer, director, trustee, or key employee? Νo Did the organization delegate control over management duties customarily performed by or under the direct supervision 3 Nο of officers, directors or trustees, or key employees to a management company or other person? . Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? . 4 Νo 5 Did the organization become aware during the year of a significant diversion of the organization's assets? . Νo 6 Yes 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more

7a Yes Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or 7b Yes Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following 8a Yes Each committee with authority to act on behalf of the governing body? . . . 8b Yes 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 Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.) Yes 10a Yes b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, 10b Yes and branches to ensure their operations are consistent with the organization's exempt purposes?

No Nο 11a **b** Describe in Schedule O the process, if any, used by the organization to review this Form 990 . . . 12a Yes b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to 12b Yes Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in 12c Yes

10a Did the organization have local chapters, branches, or affiliates? . 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the **12a** Did the organization have a written conflict of interest policy? If "No," go to line 13 . . . 13 Did the organization have a written whistleblower policy? 13 Yes 14 Did the organization have a written document retention and destruction policy? . 14 Yes Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official 15a Yes 15b 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 16a Nο 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? 16h Section C. Disclosure List the States with which a copy of this Form 990 is required to be filed▶ 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)

Part VII

(10) FRANK WASSON

PRESIDENT/CEO

(11) LISA LANDT

CIO

EVP/COO/CSO/CFO

(12) JANET PHILLIPS

(13) MICHELLE FRATTOLIN

(14) JAMES MARCELLINO

(15) ADDIE ALLISON

VP FINANCE

(16) JASON THOMAS

VP OF MARKETING/CMO

VP OF TREASURY

(17) JIMMY LEE

VP PROPERTY MANAGEMENT

SVP/CHIEF ADMINISTRATIVE OFFICER/CHRO

year

68,678

57.503

28,786

49,128

45.228

61,499

42,248

44.838

Form 990 (2018)

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0

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

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

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

- 1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax
- 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 co											
List persons in the following order individual trus compensated employees, and former such persoi		rs, ınstı	tutio	nal t	rust	tees,	offic	ers, key employees	s, highest		
Check this box if neither the organization no	r any related or	ganızat	ion c	omp	ens	ated a	any	current officer, dire	ctor, or trustee		
(A) Name and Title	(B) Average hours per week (list any hours	Position that pers	n (do an on on is	(C) note both) t chox, u h an		ore	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation from the	
	for related organizations below dotted line)	individual trustee or director	Institutional Trustee	Officer	key employee	Highest compensated employee	Former	(W- 2/1099- MISC)	(W- 2/1099- MISC)	organization and related organizations	
(1) GARI ANN DOUGLASS BOARD CHAIR	1 00	X						0	0	0	
(2) MICHAEL EDWARDS BOARD VICE-CHAIR	1 00	Х						0	0	0	
(3) IRWIN JACOBSON TREASURER	1 00	х						0	0	0	
(4) DENNIS TANGE SECRETARY	1 00	х						0	0	0	
(5) PATRICK WALTERS BOARD MEMBER	1 00	x						0	0	0	
(6) LAURA VALAN BOARD MEMBER	1 00	X						0	0	0	
(7) STEPHEN RAYNES BOARD MEMBER	1 00	x						0	0	0	
(8) TERRA POTTS BOARD MEMBER	1 00	X						0	0	0	
(9) HOWARD WELINSKY BOARD MEMBER	1 00	X						0	0	0	

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491,774

418.832

272,259

253,918

228,245

215,679

215,458

229.064

40.00

40 00

40 00

40.00

40 00

40 00

40 00

40 00

PARTNERS IN LEADERSHIP LLC

3455 PLYMOUTH BLVD STE 200 PLYMOUTH, MN 55447

compensation from the organization ▶ 4

PO BOX 776246 CHICAGO, IL 60677 ONAPPROACH LLC

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

(A) (B) (C) (D) (F) (F)

Page 8

160,331

130,000

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(A) Name and Title		(B) Average hours per week (list any hours	than o	ne bo	ox, u n off	t che unles ficer	eck mo ss pers r and a tee)	son	(D) Reportable compensation from the organization (W-	(E) Reportable compensation from related organizations	Estima amount o compen from	ated of other sation the
		for related organizations below dotted line)	Individual trustee or director	Institutional Trustee		Key employee	Highest compensated employee	Former	2/1099-MISC)	(W- 2/1099- MISC)	organizat relat organiza	:ed
(18) THOMAS ORMAN		40 00			х	H			226,152	(1	20,459
VP OF LENDING/CLO			••••		لث	<u> </u>	<u> </u>	\bigsqcup	,			
(19) NAS BIRMINGHAM VP DIGITAL EXPERIENCE		40 00	 		x				140,719	C	,	38,682
(20) JENNIFER JORDAN VP RISK MANAGEMENT & GENERAL COU	NSEL	40 00			х				139,312	C		19,145
(21) DAN KINNE DIRECTOR OF BUSINESS INTEL		40 00					×		149,940	C)	38,311
(22) TERESA LEE-FORBES SENIOR MGR, RETAIL OPERATIONS		40 00					х		131,691	C		17,623
(23) KAARON L WILLIAMS		40 00					×		131,658	C		26,052
DIRECTOR OF REAL ESTATE			••••			<u> </u>	<u> </u>	\bigsqcup			<u> </u>	
(24) LINDA WALMSLEY		40 00			,		×		125,756	c		23,680
DIRECTOR OF COMPLIANCE (25) IRINA ABRAMOVA				$\vdash \vdash \vdash$	\square	H	+	igspace			ļ	
		40 00			,		×		123,519	c	,	24,116
MANAGER INFORMATION SYSTEMS					\dashv	H		H			 	
1b Sub-Total						•	╀─┤	ш			<u> </u>	
c Total from continuation she d Total (add lines 1b and 1c)	ets to Part VI	II, Section A .		 	ı	•	<u>, </u>	_	3,493,976	0		605,976
Total number of individuals (of reportable compensation)	(including but	not limited to t		sted a	bov	e) w	vho rec	ceive	ed more than \$100	,000		
											Yes	No
3 Did the organization list any line 1a? <i>If "Yes," complete S</i>		•						_	est compensated er	mployee on 3		No
4 For any individual listed on l organization and related org										he 4	Yes	
5 Did any person listed on line services rendered to the org								_	janızatıon or ındıvıd	dual for		No
Section B. Independent C	ontractors											
Complete this table for your from the organization Report	five highest c										nsation	
	(A) (B) (C) Name and business address Description of services Compensation											
ALLIED UNIVERSAL SECURITY SERVICES		4511.055 4.1					-		SECURITY SER			412,072
PO BOX 101034 PASADENA, CA 91189												
TURNER WARREN HWANG & CONRAD A	0								CONSULTING			181,260
100 NORTH FIRST STREET SUITE 202 BURBANK, CA 91502												

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

TRAINING

DATA SOLUTIONS

					A) revenue	Relat exe fund	B) ted or empt ction	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections
	1 - Fodorated campaigns					reve	enue		512 - 514
र इं	1a Federated campaigns	1a							
ran Dur	b Membership dues	1b							
Contributions, Giffs, Grants and Other Similar Amounts	c Fundraising events	1c							
fts,	d Related organizations	1d							
<u>:</u> 5	e Government grants (contributions)	1e							
ns, Sin	f All other contributions, gifts, grants,								
er (and similar amounts not included above	1f							
tributio Other	g Noncash contributions included								
탈	ın lines 1a - 1f \$								
Contand	h Total. Add lines 1a-1f		. •						
			Business	Code					
훝	2a INTEREST ON LOANS			522100	38,0	08,184	38,008,	,184	
ر د ۲	b OTHER OPERATING INCOME				10,2	25,676	10,190,	,977 34,	699
υ CC	FEE INCOME			522100	6,3	18,293	5,972,	,623 345,	670
<u>ح</u>				522100					
₹	d	_							
ran .	e ————————————————————————————————————	_		+					
Program Service Revenue	f All other program service revenue	}						l	
₫.	gTotal. Add lines 2a-2f	. •	54,5	552,153					
	3 Investment income (including divid	lends, ıntere	st, and other				10.555 ==		
	sımılar amounts)	•	•	•	11,077,523	3	10,325,773	751,750	
	4 Income from investment of tax-ex			-					
	5 Royalties		• •	`					
	(ı) Rea	1 (1	ı) Personal	4					
	6a Gross rents								
	b Less rental expenses								
	c Rental income or			1					
	(loss)			Ц					
	d Net rental income or (loss) .								
		ties	(II) Other	4					
	7a Gross amount from sales of assets other than inventory								
	b Less cost or other basis and								
	sales expenses C Gain or (loss)			+					
	d Net gain or (loss)		•	1					
Other Revenue	8a Gross income from fundraising ev (not including \$ contributions reported on line 1c) See Part IV, line 18	ents of							
چ	b Less direct expenses	ь		1					
<u>.</u>	c Net income or (loss) from fundrai			_					
ş	9a Gross income from gaming activit	ies	•						
0	See Part IV, line 19	_							
	No. 1	a		4					
	b Less direct expensesc Net income or (loss) from gaming	b		_					
	10aGross sales of inventory, less	activities .	• •						
	returns and allowances								
		a[
	${f b}$ Less cost of goods sold $\ . \ \ .$	b							
	c Net income or (loss) from sales o	finventory	•						
	Miscellaneous Revenue	Bu	siness Code	_					
	11aOTHER NON-OPERATING IN		52210	0	215,042	!	215,042		
	b GAIN ON FORECLOSED TAX		52210	0	184,678	3	184,678		
	с								
	d All other revenue								
	e Total. Add lines 11a-11d		. •	1					
		- •	- F		399,720)			_
	12 Total revenue. See Instructions	· · ·	· · · •		66,029,396	<u>, </u>	64,897,277	1,132,119	
									Form 990 (2018)

For	m 990 (2018)				Page 10
	art IX Statement of Functional Expenses tion 501(c)(3) and 501(c)(4) organizations must complete all co	lumns All other orga	inizations must com	plete column (A)	
	Check if Schedule O contains a response or note to any	line in this Part IX .			🗆
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraisingexpenses
1	Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	38,691	·		
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	3,493,974			
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	13,172,567			
8	Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	1,130,976			
9	Other employee benefits	1,799,024			
10	Payroll taxes	1,164,263			
11	Fees for services (non-employees)				
i	a Management				
ı	D Legal	166,748			
	Accounting	87,800			
	d Lobbying				
	e Professional fundraising services See Part IV, line 17				
1	Investment management fees				
9	GOther (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	1,229,259			
12	Advertising and promotion	1,176,458			
13	Office expenses	6,574,686			
14	Information technology	1,636,471			
15	Royalties				
16	Occupancy	2,608,458			
17	Travel	689,603			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials •				
19	Conferences, conventions, and meetings				
20	Interest	6,044,547			
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	1,826,474			
23	Insurance	394,998			
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 PROVISION FOR LOAN & LE	5,470,227			
	b LOAN SERVICING EXPENSE	1,663,058			
	c MISCELLANEOUS EXPENSES	1,391,294			
	d ATM EXPENSES	373,063			
	e All other expenses	152,702			
25	Total functional expenses. Add lines 1 through 24e	52,285,341			
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)				

Form 990 (2018)

20

21

23

24

Liabilities 22 Tax-exempt bond liabilities . .

persons Complete Part II of Schedule L .

and other liabilities not included on lines 17 - 24)

Escrow or custodial account liability Complete Part IV of Schedule D

key employees, highest compensated employees, and disqualified

Secured mortgages and notes payable to unrelated third parties Unsecured notes and loans payable to unrelated third parties

Loans and other payables to current and former officers, directors, trustees,

Other liabilities (including federal income tax, payables to related third parties,

		Check if Schedule O contains a response or not	e to an	y line in this Part IX			🗆
					(A) Beginning of year		(B) End of year
	1	Cash-non-interest-bearing		•	6,234,129	1	6,167,237
	2	Savings and temporary cash investments .			70,158,734	2	102,835,237
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net				4	
	5	Loans and other receivables from current and for trustees, key employees, and highest compensar Part II of Schedule L	3,775,000	5	3,791,400		
ts	6	Loans and other receivables from other disqualisection 4958(f)(1)), persons described in sectio contributing employers and sponsoring organizations voluntary employees' beneficiary organizations Part II of Schedule L	rsons (as defined under (c)(3)(B), and if section 501(c)(9) structions) Complete		6		
ssets	7	Notes and loans receivable, net				7	
As	8	Inventories for sale or use			2 020 220	8	2.754.750
	9	Prepaid expenses and deferred charges			2,026,226	9	2,754,750
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a	26,820,197			
	b	Less accumulated depreciation	10 b	17,353,163	9,326,394	10 c	9,467,034
	11	Investments—publicly traded securities .		473,074,420	11	428,158,558	
	12	Investments—other securities See Part IV, line	11 .			12	

S		voluntary employees' beneficiary organizations Part II of Schedule L				6	
eţ	7	Notes and loans receivable, net				7	
ssets	8	Inventories for sale or use				8	
A	9	Prepaid expenses and deferred charges			2,026,226	9	
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D			0,197		
	b	Less accumulated depreciation	10b	17,353,163	9,326,394	10 c	
	11	Investments—publicly traded securities .	473,074,420	11	42		
	12	Investments—other securities See Part IV, line		12			
	13	Investments—program-related See Part IV, line	859,454,002	13	94		
	14	Intangible assets				14	
	15	Other assets See Part IV, line 11		31,581,925	15	2	
	16	Total assets.Add lines 1 through 15 (must equ	al line	34)	1,455,630,830	16	1,52
	17	Accounts payable and accrued expenses			16,920,828	17	1

	basis Complete Part VI of Schedule D	10a	26,820,197			
Ь	Less accumulated depreciation	10b	17,353,163	9,326,394	10c	9,467,034
11	Investments—publicly traded securities .			473,074,420	11	428,158,558
12	Investments—other securities See Part IV, line	11 .			12	
13	Investments—program-related See Part IV, line	vestments—program-related See Part IV, line 11				949,974,424
14	Intangible assets				14	
15	Other assets See Part IV, line 11			31,581,925	15	22,722,145
16	Total assets.Add lines 1 through 15 (must equ	al line	34)	1,455,630,830	16	1,525,870,785
17	Accounts payable and accrued expenses			16,920,828	17	14,406,599
18	Grants payable				18	
19	Deferred revenue				19	

20

21

22 23

24

25

1.379.312.547

Form **990** (2018)

1,318,508,548

Complete Part X of Schedule D 26 Total liabilities. Add lines 17 through 25 . 1.335.429.376 26 1.393.719.146 Organizations that follow SFAS 117 (ASC 958), check here ightharpoonup and complete lines 27 through 29, and lines 33 and 34. Unrestricted net assets 27 27 28 28 Temporarily restricted net assets

29 Permanently restricted net assets 29 Organizations that do not follow SFAS 117 (ASC 958),

Fund Balances check here ▶ ☑ and complete lines 30 through 34.

30 Capital stock or trust principal, or current funds 0 30 31 Paid-in or capital surplus, or land, building or equipment fund . 31

Assets or 120,201,454 32 132,151,639 32 Retained earnings, endowment, accumulated income, or other funds

Net 120,201,454 33 132,151,639 33 Total net assets or fund balances 34 1,455,630,830 34 1,525,870,785 Total liabilities and net assets/fund balances

If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O

3a

3b

No

Form 990 (2018)

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single

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

Audit Act and OMB Circular A-133?

Additional Data

Software Version: **EIN:** 95-2513485

Software ID:

Form 990 (2018)

Form 990, Part III, Line 4a:

AND TRAS

FKA CREDIT UNIONS IN THE STATE OF CA

FIRST ENTERTAINMENT CREDIT UNION OFFERS ITS MEMBERS A VARIETY OF SAVINGS PROGRAMS INCLUDING MONEY MARKET ACCOUNTS, TERM SAVINGS CERTIFICATES.

Name: FIRST ENTERTAINMENT CREDIT UNION

Form 990, Part III, Line 4b: FIRST ENTERTAINMENT CREDIT UNION MEMBERS HAVE ACCESS TO A VARIETY OF LOAN PRODUCTS INCLUDING PERSONAL AND AUTO LOANS AND A COMPREHENSIVE PORTFOLIO OF REAL ESTATE LOANS

Form 990, Part III, Line 4c: FIRST ENTERTAINMENT CREDIT UNION MEMBERS ENJOY FREE ONLINE ACCOUNT ACCESS AS WELL AS A VARIETY OF ADDITIONAL MEMBER ONLY BENEFITS. SCHEDULE C

Political Campaign and Lobbying Activities

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

OMB No 1545-0047

DLN: 93493277010089

Open to Public Inspection

Department of the Treasury Internal Revenue Service

EZ)

(Form 990 or 990-

▶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. 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

• \$ If the	Section 527 organizations Comple corganization answered "Yes" of Section 501(c)(3) organizations that Section 501(c)(3) organizations that	n Form <mark>990, Áart IV, Line 4, or Foi</mark> it have filed Form 5768 (election und it have NOT filed Form 5768 (electio	rm 990-EZ, Part VI, Iir der section 501(h)) Co on under section 501(h	ne 47 (Lobbyii omplete Part II-)) Complete F	·A Do not Part II-B D	com o no	plete Part II-l t complete Pa	art II-A
	e organization answered "Yes" o xy Tax) (see separate instruction	n Form 990, Part IV, Line 5 (Proxy is), then	Tax) (see separate i	nstructions) o	or Form 9	90-E	Z, Part V, lin	ıе 35с
	Section 501(c)(4), (5), or (6) organime of the organization	zations Complete Part III		Em	nlover id	enti	fication nun	nber
FIR:	ST ENTERTAINMENT CREDIT UNION CREDIT UNIONS IN THE STATE OF CA				2513485			
Par	t I-A Complete if the orga	nization is exempt under se	ction 501(c) or is			niza	tion.	
1	Provide a description of the orga "political campaign activities")	nization's direct and indirect politica	campaign activities in	n Part IV (see i	nstruction	s for	definition of	
2	Political campaign activity expen	ditures (see instructions)			>	\$.		3,000
3	Volunteer hours for political cam		=0.4 \(\)(0.)					
	<u> </u>	inization is exempt under se						
1	•	ax incurred by the organization und			>	\$.		
2 3	Enter the amount of any excise t If the organization incurred a sec	۴.	Yes					
4a	Was a correction made?		,				⊔ Yes □ Yes	∐ No □ No
b	If "Yes," describe in Part IV							
Par	t I-C Complete if the orga	nization is exempt under se	ction 501(c), exce	ept section	501(c)(3).		
1	Enter the amount directly expend	ded by the filing organization for sec	tion 527 exempt funct	ion activities	>	\$.		
2	Enter the amount of the filing org function activities	ganization's funds contributed to oth	er organizations for se	ection 527 exe	mpt ►	\$.		3,000
3	Total exempt function expenditu	res Add lines 1 and 2 Enter here ar	nd on Form 1120-POL,	lıne 17b	>	\$		3,000
4	Did the filing organization file Fo	rm 1120-POL for this year?					✓ Yes	□ No
5	organization made payments Fo of political contributions received	employer identification number (EIN r each organization listed, enter the that were promptly and directly del ree (PAC) If additional space is need	amount paid from the livered to a separate p	filing organiza olitical organiz	ation's fun	ds A	the filing Iso enter the	
	(a) Name	(b) Address	(c) EIN	(d) Amount filing orga funds If no -0	nization's one, enter		(e) Amount contribution: and promp directly delive separate programmed organization enter	s received ptly and vered to a political in If none,
(1) CALI	FORNIA CREDIT UNION LEAGUE -PAC	1201 K STREET 1050 SACRAMENTO, CA 95814	94-0357265		3,00	00		
2								
3								
4								
5								
6								
For P	aperwork Reduction Act Notice, see	the instructions for Form 990 or 990-	· EZ. Cat	No 50084S	Schedule	C (Fo	rm 990 or 99	0-EZ) 2018

Grassroots ceiling amount

Return Reference

activity

Volunteers?

1

(b)

Amount

(a)

No

Yes

Media advertisements? Mailings to members, legislators, or the public? Publications, or published or broadcast statements? Grants to other organizations for lobbying purposes? Direct contact with legislators, their staffs, government officials, or a legislative body? Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? Other activities? 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)? If "Yes," enter the amount of any tax incurred under section 4912 If "Yes," enter the amount of any tax incurred by organization managers under section 4912 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 Were substantially all (90% or more) dues received nondeductible by members? 1 1 2 Did the organization make only in-house lobbying expenditures of \$2,000 or less? 2 Did the organization agree to carry over lobbying and political expenditures from the prior year? Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6)Part III-B 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." Dues, assessments and similar amounts from members 1 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 Current year 2b Carryover from last year С Total 2c 3 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues 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? 4 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

Explanation

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

Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?

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

efile GRAPHIC print - DO NOT PROCESS As Filed Data -**SCHEDULE D Supplemental Financial Statements**

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

(Form 990)

Department of the Treasury

Internal Revenue Service

DLN: 93493277010089

► 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

Inspection Employer identification number

	me of the organization ST ENTERTAINMENT CREDIT UNION				Emple	oyer ide	ntification	numb	er
	CREDIT UNIONS IN THE STATE OF CA				95-25	13485			
Pa	Organizations Maintaining Donor Advis Complete if the organization answered "Ye				or Acco	unts.			
	·	(a) Donor a			(b) Funds	and other	account	:s
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 adviso organization's property, subject to the organization's ex		assets	s held in donor ac	dvised fu	nds are t	_] Yes [□No
6	Did the organization inform all grantees, donors, and do charitable purposes and not for the benefit of the donor private benefit?							1 v – F	¬
Рa	rt II Conservation Easements. Complete if th	e organization ansi	were	d "Yes" on For	m 990	Part IV	line 7	ı tes i	_ No
1	Purpose(s) of conservation easements held by the organ	-			111 330,	i dic iv,	mic 71		
	Preservation of land for public use (e g , recreation	·	¬ ``	reservation of ar	historic	ally impo	rtant land	area	
	Protection of natural habitat		_	reservation of a				ai ca	
		_		reservation or a	certinea	mstoric s	structure		
_	Preservation of open space	16.1							
2	Complete lines 2a through 2d if the organization held a easement on the last day of the tax year	qualified conservation	cont	ribution in the fo	rm of a_0		t the End	of the Y	'ear
а	Total number of conservation easements				2a				
b	Total acreage restricted by conservation easements				2b				
С	Number of conservation easements on a certified historic		٠,		2c				
d	Number of conservation easements included in (c) acquistructure listed in the National Register	red after 7/25/06, and	d not	on a historic	2d				
3	Number of conservation easements modified, transferre tax year ▶	d, released, extinguisl	hed,	or terminated by	the orga	inization	during the		
4	Number of states where property subject to conservatio	n easement is located	▶						
5	Does the organization have a written policy regarding the and enforcement of the conservation easements it holds	ne periodic monitoring ;?	, insp	ection, handling	of violat	ons,	☐ Yes	□ N	n
6	Staff and volunteer hours devoted to monitoring, inspec	ting, handling of viola	tions	, and enforcing c	onservat	ion ease	ments duri	ng the y	ear
7	Amount of expenses incurred in monitoring, inspecting, \$ \\$	handling of violations,	, and	enforcing conser	vation e	asement	s during th	e year	
В	Does each conservation easement reported on line 2(d) and section 170(h)(4)(B)(ii)?	above satisfy the requ	uırem	ents of section 1	.70(h)(4)	(B)(ı)	П.,	П.,	
9	In Part XIII, describe how the organization reports cons balance sheet, and include, if applicable, the text of the							⊔ N	0
	the organization's accounting for conservation easemen	ts							
Par	t III Organizations Maintaining Collections Complete if the organization answered "Ye				ner Sim	ilar As	sets.		
1a	If the organization elected, as permitted under SFAS 11 art, historical treasures, or other similar assets held for provide, in Part XIII, the text of the footnote to its finan	public exhibition, educ	cation	n, or research in					Ē
b	If the organization elected, as permitted under SFAS 11 historical treasures, or other similar assets held for publical following amounts relating to these items								
(i) Revenue included on Form 990, Part VIII, line 1					▶ \$			
(i	ii)Assets included in Form 990, Part X					▶ \$			
2	If the organization received or held works of art, historic following amounts required to be reported under SFAS				ancıal gai	n, provid	le the		
а	Revenue included on Form 990, Part VIII, line 1	, , , , , , , , , , , , , , , , , , , ,	-			▶ \$			
	Assets included in Form 990, Part X					- - \$			

Cat No 52283D

Schedule D (Form 990) 2018

Par	t II	Organizations Ma	aintaining Col	lections o	f Art, Hi	stori	cal T	reası	ıres, o	r Other	Similar As	sets (con	inued)	
3		ing the organization's acq ms (check all that apply)	uisition, accessior	n, and other	records, o	check	any of	the fo	llowing	that are a	sıgnıfıcant u	se of its co	llection	
а		Public exhibition				d		Loan	or exch	ange prog	rams			
b		Scholarly research				е		Othe	r					
c		Preservation for future	e generations											
4		ovide a description of the t XIII	organızatıon's col	lections and	explain h	ow the	y furtl	her the	e organi:	zation's ex	empt purpo	se in		
5		ring the year, did the org sets to be sold to raise fur									ular	☐ Yes	□ N	o
Pa	rt I\	Escrow and Cust Complete if the ord X, line 21.			' on Form	n 990	, Part	IV, lı	ne 9, o	r reporte	ed an amou			
1a		the organization an agent luded on Form 990, Part I		an or other	ntermedia	ary for	contri	bution	s or oth	er assets	not	☐ Yes	□ N	o
ь	If	"Yes," explain the arrange	ement in Part XIII	and comple	te the foll	owina	table				Aı	mount		_
С		ginning balance		'						1c				_
d		ditions during the year								1d				_
е		stributions during the year	r							1e				_
f		ding balance								1f				_
2 a		the organization include	an amount on Eo	rm 990 Par	+ V line 2	1 for	occrou	v or cu	istodial a	account lis	shilitu2	Пусс	N	_
														U
		Yes," explain the arrange												
Pa	rt V	Endowment Fund	us. Complete ii	(a)Curren			rior yea				(d)Three yea		Four year	re back
1a	Bea	nning of year balance .		(a)curren	c year	(0)	iloi yea	' 	(C) I WO y	ears back	(d) Tillee yea	13 Dack (e)	Tour year	3 Dack
	_	tributions												
		ınvestment earnıngs, gaır	ns, and losses											
		nts or scholarships												
	Othe	er expenditures for facilities programs												
f	Adm	inistrative expenses .												
g	End	of year balance												
2	Pro	ovide the estimated perce	ntage of the curre	nt year end	balance (line 1	g, colu	mn (a)) held a	ıs	•	•		_
а	Во	ard designated or quasi-e	ndowment >											
b	Pe	rmanent endowment 🕨												
С	Te	mporarily restricted endov	wment ►											
	Th	e percentages on lines 2a	, 2b, and 2c shou	ld equal 100)%									
3а		e there endowment funds ganization by	not in the posses	sion of the o	organizatio	on that	are h	eld an	id admin	istered fo	r the		Yes	No
	(i)	unrelated organizations										3a(i)		
	•) related organizations .										3a(ii)	,	
ь		'Yes" on 3a(II), are the rel	-		•			? .				3b		
4		scribe in Part XIII the inte			n's endowi	ment f	unds							
Pa	rt V	Land, Buildings, Complete if the or			¹ on Form	n gan	Part	TV 1	ne 11a	See Fo	-m 990 Pai	rt X line 1	10	
	Des	complete if the of	(a) Cost or oth (investme	er basıs	(b) Cost o						lepreciation		Book valu	e
12	Land	1					1.09	97,000						,097,000
		dings						81,014	-		5,581,117			3,699,897
		sehold improvements						15,050	<u> </u>		5,274,943			.,740,107
		nment						27.133	ļ		6.497.103			2.930.030

Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)).

	stments—Other Securities. Complete if orm 990, Part X, line 12.	and organiza			
	(a) Description of security or category (including name of security)		(b) Book value		Method of valuation end-of-year market value
 Financial deriva Closely-held equition Other 	uity interests				
(A)					
(B)					
(C)					
(D)					
(E)					
(F)					
(G)					
(H)					
	st equal Form 990, Part X, col (B) line 12))	•		
	stments—Program Related. Diete if the organization answered 'Yes' or	n Form 990, I	Part IV, lıı	ne 11c. See Form	990, Part X, line 13.
	a) Description of investment	(b) Book		(c)	Method of valuation end-of-year market value
(1)LOANS AND LEA	SES	92	8,287,149	2030 01 0	F
	SURANCE CAPITALIZATION DEPOSIT		2,356,475		F
(3)ALL OTHER INVE (4)LOANS TO AND : (5)	INVESTMENTS IN NATURAL PERSON CU		9,082,800 248,000		F F
(6)					
(7)					
(8)					
(9)					
	st equal Form 990, Part X, col (B) line 13)		9,974,424	-1 TV 44 C- 5	000 Pat V I a 45
Part IX Other	r Assets. Complete if the organization answer (a) Descript		m 990, Pa	rt IV, iine IId See F	(b) Book value
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
	must equal Form 990, Part X, col (B) line 15)	· anguared \	 (as! an Fa		no 110 or 116
	r Liabilities. Complete if the organization orm 990, Part X, line 25.	i answered i			THE TIE OF TIT.
1. (1) Federal income t	(a) Description of liability		(b) B	ook value	
MEMBER DEPOSITS				1,379,312,547	
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
	st equal Form 990, Part X, col (B) line 25)	•		1,379,312,547	
2. Liability for uncer	tain tax positions In Part XIII, provide the text	t of the footnot	e to the or	ganızatıon's fınancıal	statements that reports the

Schedule D (Form 990) 2018

Pai		e venue per Audited Financial Staten Jization answered 'Yes' on Form 990, Pa		_	Return	
1		support per audited financial statements .			1	
2	Amounts included on line 1 but n	ot on Form 990, Part VIII, line 12				
а	Net unrealized gains (losses) on i	investments	2a			
b	Donated services and use of facili	nties	2b			
c	Recoveries of prior year grants		2c			
d	Other (Describe in Part XIII) .		2d			
е	Add lines 2a through 2d				2e	
3	Subtract line 2e from line 1 .				3	
4	Amounts included on Form 990, F	Part VIII, line 12, but not on line 1				
а	Investment expenses not include	ed on Form 990, Part VIII, line 7b .	4a			
b	Other (Describe in Part XIII) .		4b			
С	Add lines 4a and 4b				4c	
5	Total revenue Add lines 3 and 4	c. (This must equal Form 990, Part I, line 12) .		5	
Par	t XII Reconciliation of Ex	penses per Audited Financial State	ments	With Expenses pe	r Return.	
1		ization answered 'Yes' on Form 990, Pa			1	
2	Amounts included on line 1 but n				1	
		, ,	ء ا	I		
a	Donated services and use of facili		2a 2b		_	
b	Prior year adjustments		F		_	
С.	Other losses		2c		_	
d	Other (Describe in Part XIII)		2d		\dashv \Box	
e	Add lines 2a through 2d				2e	
3					3	
4	· ·	Part IX, line 25, but not on line 1:	1.	I		
a	•	ed on Form 990, Part VIII, line 7b	4a		_	
b	Other (Describe in Part XIII)		4b		⊣ .	
С					4c	
5		4c. (This must equal Form 990, Part I, line 1	8).		5	
	t XIII Supplemental Info					
		Part II, lines 3, 5, and 9, Part III, lines 1a and s 2d and 4b Also complete this part to provide			art V, line 4, Pa	rt X, line 2, Part
	Return Reference		Ex	planation		
See A	Addıtıonal Data Table					
		+				

Page **4**

Schedule D (Form 990) 2018	Page 5
Part XIII Supplemental Info	nation (continued)
Return Reference	Explanation

Schedule D (Form 990) 2018

Additional Data

Software ID: Software Version:

EIN: 95-2513485

Name: FIRST ENTERTAINMENT CREDIT UNION

FKA CREDIT UNIONS IN THE STATE OF CA

Supplemental Information

Return Reference

Explanation

PART X, LINE 2

ASC 740-10-65, INCOME TAXES, PROVIDES GUIDANCE FOR HOW UNCERTAIN TAX POSITIONS SHOULD BE R ECOGNIZED, MEASURED, DISCLOSED AND PRESENTED IN THE CONSOLIDATED FINANCIAL STATEMENTS THI S REQUIRES THE EVALUATION OF TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN THE COURSE OF PREPARING THE CREDIT UNION'S TAX RETURNS TO DETERMINE WHETHER THE TAX POSITIONS ARE "MORE LIKELY THAN NOT" TO BE SUSTAINED "WHEN CHALLENGED OR "WHEN EXAMINED" BY THE APPLICABLE TAX AUTHORITY TAX POSITIONS NOT DEEMED TO MEET THE MORE-LIKELY-THAN-NOT THRESHOLD WOULD BE R ECORDED AS A TAX EXPENSE AND LIABILITY IN THE CURRENT YEAR FOR THE YEAR ENDED SEPTEMBER 3 0, 2018, MANAGEMENT HAS DETERMINED THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS, AND ACCORDINGLY, THE CREDIT UNION HAS NOT RECORDED A LIABILITY FOR THE PAYMENT OF INTEREST OR PENALTIES STATE TAXES, IF APPLICABLE, ARE PAID ON INCOME EARNED BY THE CREDIT UNION IN C ALIFORNIA THE CREDIT UNION IS SUBJECT TO AND PAYS ALL STATE AND CITY TAXES ON GOODS AND S FRYICES PURCHASED BY THE CREDIT UNION

efile GRAPHIC print - DO	NOT PROCESS	As Filed Data -					DLN: 93493277010089
Note: To capture the full			lect landscape mode	e (11" x 8.5") whe	en printing.		
Schedule I (Form 990)	(Other Assistand and Individuals	_	· · · · · · · · · · · · · · · · · · ·		OMB No 1545-0047 2018
Department of the Treasury Internal Revenue Service	Cor		ation answered "Yes," o ▶ Attach to Form w.irs.gov/Form990 for	990.			Open to Public Inspection
Name of the organization FIRST ENTERTAINMENT CREDIT FKA CREDIT UNIONS IN THE STA		and Assistance				95-251348	dentification number
Does the organization ma the selection criteria used	intain records to subs to award the grants	stantiate the amount of too assistance?			for the grants or assistanc	e, and	☑ Yes ☐ No
	Assistance to Dom		nd Domestic Governme		rganızatıon answered "Yes"	on Form 990, Part 1	IV, line 21, for any recipient
(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 noncash assistai	
(1) CHILDREN'S MIRACLE NETWORK HOSPITAL 2855 E GUASTI ROAD ONTARIO, CA 91761	87-0387205	501(C)(3)	16,743				TO PROVIDE THE BEST CARE FOR KIDS IN CHILDREN'S HOSPITALS
(2) GOODWILL 342 NORTH SAN FERNANDO RD LOS ANGELES, CA 90031	95-1641441	501(C)(3)	9,330				TO BENEFIT EMPLOYMENT PROGRAMS AND SERVICES FOR VETERANS
Enter total number of sectEnter total number of other		-				🗜	2
For Paperwork Reduction Act Note				Cat No 5005			Schedule I (Form 990) 2018

Schedule I (Form 990) 2018					Page 2
Part III Grants and Other Assistant Part III can be duplicated if		als. Complete if the org	ganızatıon answered "Yes	" on Form 990, Part IV, line 22	
(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 Infor	mation. Provide the inf	ormation required in	Part I, line 2; Part III	, column (b); and any other a	additional information.
Return Reference Exp	lanation				

Schedule I (Form 990) 2018

efil	e GRAPHIC pr	int - DO NOT PROCESS	As Filed Data	a -	DLN: 934	19327	7010	089
Sch	edule J	Co	mpensati	on Information	40	1B No	1545-0	0047
(For	n 990)	For certain Officer		rustees, Key Employees, and Hig	hest	•		
		► Complete if the orga	Compensa nization answ	ited Employees ered "Yes" on Form 990, Part IV	, line 23.	2 0	118	}
D			▶ Attach	to Form 990. instructions and the latest inform		pen i		
•	tment of the Treasurv al Revenue Service	P Go to <u>www.ns.gov</u>	/10/11/990 101	mistractions and the latest mion		Insp	ectio	n
	ne of the organiza				Employer identificat	ion nu	ımber	
	CREDIT UNIONS IN	THE STATE OF CA			95-2513485			
Pa	rt I Questi	ons Regarding Compensati	on					
1a				the following to or for a person liste			Yes	No_
			II to provide an	y relevant information regarding the				
		s or charter travel companions	님	Housing allowance or residence for Payments for business use of perso	•			
	_	nification and gross-up payments		Health or social club dues or initiati				
		nary spending account		Personal services (e g , maid, chau				
								
Ь		xes in line Ia are checked, did the all of the expenses described abov		ollow a written policy regarding payn plete Part III to explain	nent or reimbursement	1b		
2				or allowing expenses incurred by all r, regarding the items checked in line	a 1a?	2		
	,	, , ,		, ,				
3		if any, of the following the filing of EO/Executive Director Check all t		d to establish the compensation of the check any boxes for methods	he			
	_	•	'''	CEO/Executive Director, but explain	ın Part III			
	☐ Compens	ation committee	✓	Written employment contract				
	☑ Independ	ent compensation consultant	\checkmark	Compensation survey or study				
	☐ Form 990	of other organizations	\checkmark	Approval by the board or compensa	ition committee			
4	During the year related organiza		90, Part VII, Sed	ction A, line 1a, with respect to the f	iling organization or a			
а	Receive a sever	ance payment or change-of-contr	ol payment?			4a		No
b	Participate in, o	r receive payment from, a supplei	mental nonqualı	fied retirement plan?		4b	Yes	
С		r receive payment from, an equity	•	_	. ****	4c		No
	ir res to any t	or lines 4a-c, list the persons and	provide the app	licable amounts for each item in Par				
	Only 501(c)(3), 501(c)(4), and 501(c)(29)	organizations	must complete lines 5-9.				
5		ed on Form 990, Part VII, Section ontingent on the revenues of		the organization pay or accrue any				
а	The organization	٦?				5a		
b	Any related orga					5b		
_	-	5a or 5b, describe in Part III	المالة المالة	the organization new arrangement				
6		ontingent on the net earnings of	A, line 1a, did t	the organization pay or accrue any				
a	The organization					6a		
Ь	Any related orga	anization? 6a or 6b, describe in Part III				6b		
7	•	•	A. line 1a did t	the organization provide any nonfixe	d			
-		escribed in lines 5 and 67 If "Yes,"			-	7		
8				red pursuant to a contract that was section 53 4958-4(a)(3)? If "Yes," d	escribe	8		_
9	If "Yes" on line 53 4958-6(c)?	8, did the organization also follow	the rebuttable	presumption procedure described in	Regulations section	9		
For F	Panerwork Redu	iction Act Notice, see the Insti	uctions for Fo	rm 990. Cat No. 5	50053T Schedule J	(Form	990)	2018

								rage =
Part II Officers, Directors, Trustees, Key Employees, and H								<u> </u>
For each individual whose compensation must be reported on Schedule J, repo			om the organization	on row (ı) and fro	m related organiza	tions, described i	n the	
instructions, on row (ii) Do not list any individuals that are not listed on Form Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the	990 tota	, Part VII	m 990 Part VII Se	action A line 13 3	onlicable column (F)) and (E) amoun	ts for that indu	//dual
(A) Name and Title	LOCA		kdown of W-2 and/o		(C) Retirement		(E) Total of	(F)
(A) Name and Title		(B) break	compensation compensation	קקןאו-פפטז ויכ	and other	benefits	columns	(r) Compensation in
		(i) Base	(ii)	(iii) Other	deferred		(B)(ı)-(D)	column (B)
		compensation	Bonus & incentive	reportable	compensation			reported as deferred on prior
			compensation	compensation				Form 990
See Additional Data Table	_							
	_	 						
	┢	 						
	\vdash							
	\vdash	<u> </u>						
		1						
	L							
	1	1	1		1			

LOAN TO THE EXECUTIVE UNDER THIS ARRANGEMENT WAS APPROXIMATELY \$3,791,000 AND \$3,775,000, RESPECTIVELY

RATED A+ (SUPERIOR) BY A M BEST COMPANY, AN INSURANCE INDUSTRY RATING AGENCY THE CREDIT UNION RECORDS A LOAN RECEIVABLE AT THE LESSER OF THE CASH SURRENDER VALUE OF THE POLICY OR THE LOAN AMOUNT PLUS ACCRUED INTEREST. AS OF SEPTEMBER 30, 2018 AND 2017, THE BALANCE OF THE

2018 Schedule 1

(A) Name and Title

JASON THOMAS

JIMMY LEE

VP OF TREASURY

THOMAS ORMAN

VP OF LENDING/CLO

NAS BIRMINGHAM

JENNIFER JORDAN

INTEL

VP DIGITAL EXPERIENCE

VP RISK MANAGEMENT & GENERAL COUNSEL DAN KINNE

DIRECTOR OF BUSINESS

DIRECTOR OF REAL ESTATE

KAARON L WILLIAMS

VP OF MARKETING/CMO

Software ID:

Software Version:

(B) Breakdown of W-2 and/or 1099-MISC compensation

EIN: 95-2513485

Name: FIRST ENTERTAINMENT CREDIT UNION

FKA CREDIT UNIONS IN THE STATE OF CA

(C) Retirement and

20,987

22,873

8,980

11,892

11,221

11,717

10,392

(E) Total of columns

257,706

273,902

246,611

179,401

158,457

188,251

157,710

0

0

(F) Compensation in

(D) Nontaxable

21,261

21,965

11,479

26,790

7,924

26,594

15,660

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

31,400

33,300

4,800

1,700

(A) Nume and Title	L	(B) Breakdown	1 01 11 E ana/01 1033 11130	2 compensation	_ (e) Recincine and _	(D) Nontaxable	(L) Total of columns	(1) compensation in
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(ı)-(D)	column (B) reported as deferred on prior Form 990
FRANK WASSON PRESIDENT/CEO	(1)	410,172	66,500	15,102	27,793	40,885	560,452	0
	(11)	0	0	o ^l	o	0	0	0
LISA LANDT EVP/COO/CSO/CFO	(1)	341,494	65,100	12,238	27,793	29,710	476,335	0
	(11)		0	ا <u> </u>	o	lo	0	<u> </u>
JANET PHILLIPS CIO	(1)	224,139	38,600	9,520	26,467	2,319	301,045	0
	(11)	o	o	ا ا	0	0	0	0
SVP/CHIEF	(1)	207,041	39,800	7,077	20,344	28,784	303,046	0
ADMINISTRATIVE OFFICER/CHR	(11)	oo	0	lo	o	0	0	0
JAMES MARCELLINO VP PROPERTY MANAGEMENT	(1)	192,349	19,200	16,696	22,477	22,751	273,473	0
	(11)	0	0	<u> </u>	0	0	0	0
ADDIE ALLISON VP FINANCE	(1)	178,355	35,500	1,824	20,656	40,843	277,178	0
	(11)	o ^l	0	0	0	0	0	0

1,808

7,113

2,367

5,776

1,596

15,615

3,517

			compens
FRANK WASSON PRESIDENT/CEO	(1)	410,172	
	(11)	0	
LISA LANDT EVP/COO/CSO/CFO	(1)	341,494	

(1)

 (Π)

(1)

(11)

(1)

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l(11)

(1)

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182,250

188,651

223,785

134,943

137,716

129,525

126,441

(Form 990 or 990-EZ) Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b. Attach to Form 990 or Form 990-EZ. Department of the Treasury Department of the Treasury	2018 pen to Public Inspection cion number (d) Corrected Yes No.
Department of the Treasur Internal Revenue Service Name of the organization FIRST ENTERTAINMENT CREDIT UNION FKA CREDIT UNIONS IN THE STATE OF CA Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and 501(c)(29) organizations only) Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b 1 (a) Name of disqualified person (b) Relationship between disqualified person and organization organization (c) Description of transaction 2 Enter the amount of tax incurred by organization managers or disqualified persons during the year under section 4958	pen to Public Inspection ion number (d) Corrected
Name of the organization FIRST ENTERTAINMENT CREDIT UNION FKA CREDIT UNIONS IN THE STATE OF CA Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and 501(c)(29) organizations only) Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b (a) Name of disqualified person (b) Relationship between disqualified person and organization (c) Description of transaction (c) Description of transaction 2 Enter the amount of tax incurred by organization managers or disqualified persons during the year under section 4958	(d) Corrected
Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and 501(c)(29) organizations only) Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b (a) Name of disqualified person (b) Relationship between disqualified person and organization (c) Description of transaction 2 Enter the amount of tax incurred by organization managers or disqualified persons during the year under section 4958	<u> </u>
1 (a) Name of disqualified person (b) Relationship between disqualified person and organization (c) Description of transaction 2 Enter the amount of tax incurred by organization managers or disqualified persons during the year under section 4958	<u> </u>
4958	
4958	
4958	
4958	
Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26, or if the reported an amount on Form 990, Part X, line 5, 6, or 22 (a) Name of interested with of loan organization? (b) Relationship with of loan organization? (c) Purpose of loan organization? (d) Loan to or from the principal amount organization? (e) Original principal amount of loan organization? (f) Balance due of loan organization organization?	ne organization (i)Written agreement?
committee?	Vaa Na
	Yes No Yes
Total ▶ \$ 3,791,400	

efile GRAPH	IIC print -	DO NOT PROCESS As Filed Data -	DLN:	: 93493277010089				
SCHEDUL (Form 990 or EZ)	990-	Supplemental Information to Form 990 or 9 Complete to provide information for responses to specific question 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.	ons on n.	2018 Open to Public Inspection				
Name Betherong FIRST ENTERTAINI FKA CREDIT UNION	Employer ident 95-2513485	er identification number 485						
Return Reference	е о, заррі	Explanation						
FORM 990, PART VI, SECTION A, LINE 6	CONTROL	TERTAINMENT CREDIT UNION IS A COOPERATIVE FINANCIAL INSTITUTION. LED BY ITS MEMBERS, AND OPERATED FOR THE PURPOSE OF PROMO ERS FIRST ENTERTAINMENT CREDIT UNION DOES NOT HAVE STOCKH	TING THRIFT AN					

Return Explanation
Reference

FORM 990, PART VI, WHO ARE DIRECTLY ELECTED BY ITS MEMBERS EACH MEMBER OF THE GOVERNING BOARD SERVES FOR A P SECTION A, LINE 7A

Return Explanation
Reference

FORM 9	990,	AT THE END OF EACH TERM OF THE BOARD MEMBERS, ELECTIONS ARE HELD AND BOARD MEMBERS ARE VOT
PART V	/I,	ED BY THE MEMBERS OF THE CREDIT UNION PURSUANT TO ITS BY-LAWS MEMBER VOTES ARE ALSO REQUI
SECTIO	ON A,	RED TO RATIFY DECISIONS DEALING WITH REORGANIZATIONS AS IN THE CASE OF MERGER OR DISSOLUTI
LINE 7E	3	ON

Return Explanation

FORM 990,	THE 990 IS PRESENTED TO THE BOARD DURING ONE OF ITS BOARD MEETINGS. THE APPROVAL FOR FILING IS THEN
PART VI,	DOCUMENTED IN THE BOARD MINUTES
SECTION B,	
LINE 11B	

Return Explanation
Reference

FORM 990, EMPLOYEES, BOARD AND VOLUNTEERS ARE REQUIRED TO REPORT KNOWN CONFLICTS OF INTEREST EMPLOY EES SIGN THE CONFLICT OF INTEREST POLICY AT THE TIME OF HIRE AND ANNUALLY AT THE BEGINNING SECTION B, OF EACH YEAR

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	THE BOARD CONDUCTS AN EXECUTIVE COMMITTEE SESSION TO DETERMINE SALARY OF THE PRESIDENT/CEO FIRST ENTERTAINMENT CREDIT UNION ALSO HAS A COMPENSATION SYSTEM THAT COMPARES SALARIES B ASED ON OTHER CREDIT UNIONS, THEIR ASSET SIZE AND GEOGRAPHIC LOCATION FIRST ENTERTAINMENT CREDIT UNION USES RANGES FOR ALL OF THEIR POSITIONS EACH POSITION IS THEN CAREFULLY REVIEWED FORM 990 PART VI SECTION B LINE 15B THE CEO EVALUATES EACH SENIOR EXECUTIVE POSITION IN ACCORDANCE WITH FIRST ENTERTAINMENT CREDIT UNION'S COMPENSATION GUIDELINES, THE COMPENSATION SYSTEM AND BASED ON THEIR OVERALL PERFORMANCE AS ASSESSED DURING THE FORMAL EVALUA TION PROCESS WHICH IS CONDUCTED ANNUALLY

Return Explanation
Reference

FORM 990, PART VI, SECTION C, LINE 19

990 Schedule O, Supplemental Information Explanation Return Reference

FORM 990. ADJUSTMENT TO UNDIVIDED EARNINGS -32.361 PART XI,

LINE 9

Return Explanation

Reference	
FORM 990,	THE ORGANIZATION HAS NOT CHANGED EITHER ITS OVERSIGHT PROCESS OR SELECTION PROCESS DURING THE
PART XII	TAX YEAR

LINE 2C

990 Schedule O, Supplemental Information

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SCHEDULE R (Form 990) Department of the Treasury Internal Revenue Service	> (Complete if the organ	Related Organizations and Unrelated Partnerships 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 FIRST ENTERTAINMENT CREDIT UNIFICATION OF THE STATE OF THE									'	loyer identifi 513485	cation	number			
Part I Identification	of Disregarded E	ntities Complete if t	he organ	ızatıon answ	ered "Yes	" on Form	990, Part	IV, line 3							
Name, address, and	(a) EIN (if applicable) of dism	egarded entity		(b) Primary a		Legal dom	c) nicile (state n country)	(d) Total inc	ome	(e) End-of-year as	sets	(f Direct co ent	ntrolling		
Part II Identification of	of Related Tax-Ex	empt Organization	s Comple	ete if the org	anızatıon	answered	"Yes" on F	Form 990,	Part I\	/, line 34 be	cause	ıt had one or	more		
	npt organizations di		Prim	(b) ary activity	Legal dom	c) ncile (state n country)	(d)			(e) harity status on 501(c)(3))	Dir	(f) rect controlling entity	Section (13) cor enti Yes	512(b) trolled	
For Panerwork Reduction Ac	t Notice see the In	structions for Earm 0	20		<u></u>	at No. 5013	257				Scho	edule R (Form	990) 20	18	

, ,														· age	
Part III Identification of Related Organization one or more related organizations treated organizations.	i ons Taxable as a l ted as a partnership	Partnership during the ta	Complet x year.	te if the	organızatıo	n ansv	wered "Y	es" on Form	990,	Part I\	V, line 34 b	ecau	se it h	nad	
(a) Name, address, and EIN of related organization		(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controllin entity		ninant related, ated, d from nder s 512-	(f) Share of total incon		Disprop alloca	tions?	(I) Code V-UBI amount in boo 20 of Schedule K-1 (Form 1065)	mani part	ral or aging ner?	(k Percer owner	ntage
									Yes	No		Yes	No		
Part IV Identification of Related Organizat because it had one or more related organization.							ation ans	swered "Yes	" on Fo	orm 9!	90, Part IV	, line	34		
(a) Name, address, and EIN of related organization	(b) Primary activity	(Le dom (state o	(c) Legal demicile (state or foreign country)		(d) (e Direct controlling Type of		(e) of entity o, S corp, trust)	(f) Share of total Income	(g) Share of end- year assets		of- Perce	(h) centage nership		Section 512i (13) controll entity?	
(1)MEDIA BENEFITS CORP	SALES	C		FIR	ST ENT CU	С		493,023		57,82	21 100 00	00 %	+	res	No
6735 FOREST LAWN DR SUITE 300 HOLLYWOOD, CA 90068 95-3974685															

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Part V Transactions With Related Organizations Complete if the organization answered "Yes	s" on Form 990, Par	t IV, line 34, 35b,	or 36.					
Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule				Ye	s No			
1 During the tax year, did the organization engage in any of the following transactions with one or more related	organizations listed in	Parts II-IV?						
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or(iv) rent from a controlled entity				1a	No			
b Gift, grant, or capital contribution to related organization(s)				1b	No			
${f c}$ Gift, grant, or capital contribution from related organization(s)				1c	No			
d Loans or loan guarantees to or for related organization(s)				1d	No			
e Loans or loan guarantees by related organization(s)				1e	No			
f Dividends from related organization(s)				1f	No			
g Sale of assets to related organization(s)				1g	No			
h Purchase of assets from related organization(s)				1h	No			
i Exchange of assets with related organization(s)				1i	No			
j Lease of facilities, equipment, or other assets to related organization(s)				1j	No			
k Lease of facilities, equipment, or other assets from related organization(s)				1k	No			
l Performance of services or membership or fundraising solicitations for related organization(s)				11	No			
m Performance of services or membership or fundraising solicitations by related organization(s)				1m	No			
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)				1n	No			
o Sharing of paid employees with related organization(s)				10	No			
p Reimbursement paid to related organization(s) for expenses				1p	No			
q Reimbursement paid by related organization(s) for expenses				1q Ye	5			
r Other transfer of cash or property to related organization(s)				1r	No			
${f s}$ Other transfer of cash or property from related organization(s)				1s	No			
2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this lii	ne, including covered r	elationships and trai	nsaction thresholds					
(a) Name of related organization (b) Transaction type (a-s) (c) Amount involved Method of determining amount involved								

Part VI Unrelated Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

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

(a) Name, address, and EIN of entity	(b) Primary activity	domicile	(d) Predominant income (related, unrelated, excluded from tax under sections 512- 514)	section		Are all partners section		(f) Share of total Income	(g) Share of end-of-year assets	(h) Disproprtionate allocations?		(1) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
			514)	Yes	No			Yes	No		Yes	No			
	ı									Schedul	e R (Form	199	0) 2018		

