

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:

SEE SCHEDULE O

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 \$ | 5,300,969 | including grants of \$ | 0) | (Revenue \$ | 2,698,345) |
| See Additional Data | | | | | | | |

























| | | | | | | | |
|---------------------|---------|--------------|-----------|------------------------|-----------|-------------|-----|
| 4b | (Code) | (Expenses \$ | 2,269,182 | including grants of \$ | 257,883) | (Revenue \$ | 0) |
| See Additional Data | | | | | | | |

| | | | | | | | |
|---------------------|---------|--------------|-----------|------------------------|-------------|-------------|-----|
| 4c | (Code) | (Expenses \$ | 1,803,061 | including grants of \$ | 1,803,061) | (Revenue \$ | 0) |
| See Additional Data | | | | | | | |

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

| | | |
|-----------|---|-----------|
| 4e | Total program service expenses ▶ | 9,373,212 |
|-----------|---|-----------|

Part IV Checklist of Required Schedules

| | Yes | No |
|--|------------|-----|
| 1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A | 1 | No |
| 2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?  | 2 | Yes |
| 3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I  | 3 | 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 | Yes |
| 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 | Yes |
| 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 | No |
| c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII  | 11c | No |
| d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX  | 11d | No |
| e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X  | 11e | No |
| f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X  | 11f | 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 | Yes |
| 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 | Yes |
| 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 | Yes |
| 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 | Yes |
| 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> | 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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> | 24a | | No |
| b | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? | 24b | | |
| c | Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? | 24c | | |
| d | Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? | 24d | | |
| 25a | Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> | 25a | | No |
| 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? <i>If "Yes," complete Schedule L, Part I</i> | 25b | | No |
| 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> | 26 | | No |
| 27 | Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i> | 27 | | No |
| 28 | Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions) | | | |
| a | A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> | 28a | | No |
| b | A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> | 28b | Yes | |
| 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> | 28c | Yes | |
| 29 | Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> | 29 | | 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> | 30 | | No |
| 31 | Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> | 31 | | 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> | 32 | | No |
| 33 | Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> | 33 | | No |
| 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> | 34 | Yes | |
| 35a | Did the organization have a controlled entity within the meaning of section 512(b)(13)? | 35a | | No |
| b | If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> | 35b | | |
| 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> | 36 | | |
| 37 | Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> | 37 | | No |
| 38 | Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O | 38 | Yes | |

Part V Statements Regarding Other IRS Filings and Tax 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 | 1a | 81 | |
| b | Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable | 1b | 10 | |
| c | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? | 1c | 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 | 126 | | | |
| 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 | Yes | |
| b If "Yes," enter the name of the foreign country ▶ CA 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 | Yes | |
| b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? | | | | 6b | Yes | |
| 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 | | No |
| 16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O | | | | 16 | | No |

Part VI

Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

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

Section A. Governing Body and Management

| | | Yes | No |
|-----------|---|-----|----|
| 1a | Enter the number of voting members of the governing body at the end of the tax year | | |
| | 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? | Yes | |
| 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? | Yes | |
| 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? | Yes | |
| 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 | |
| 12b | Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? | Yes | |
| 12c | Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done. | Yes | |
| 13 | Did the organization have a written whistleblower policy? | Yes | |
| 14 | Did the organization have a written document retention and destruction policy? | Yes | |
| 15 | Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? | | |
| a | The organization's CEO, Executive Director, or top management official. | Yes | |
| b | Other officers or key employees of the organization. | Yes | |
| | If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions). | | |
| 16a | Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? | | No |
| 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? | | |

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed: AK, AZ, AR, CA, FL, GA, HI, IL, KS, KY, MD, MN, NC, NH, NJ, NY, OR, PA, RI, SC, TN, UT, VA, WI, WV, AL, DC, MA

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.
 ▶ NATHAN BOLT 4800 WEST GATES PASS ROAD TUCSON, AZ 85745 (520) 620-1220

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 ☐

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

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

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

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

[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) | 1,705,860 | 0 | 100,212 |

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 ► 13

| | | 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) | (B) | (C) |
|---|---------------------------|--------------|
| Name and business address | Description of services | Compensation |
| CROSSROADS STRATEGIES 800 NORTH CAPITOL STREET NORTHWEST WASHINGTON, DC 25002 | CONSULTING SERVICES | 260,000 |
| BALLARD SPAHR LLP 1 EAST WASHINGTON STREET SUITE 2300 PHOENIX, AZ 850042555 | LEGAL SERVICES | 257,324 |
| HERALD GROUP 1800 M STREET NW SUITE 450 SOUTH WASHINGTON, DC 200362710 | PUBLIC RELATIONS SERVICES | 133,890 |
| CREATIVE ARTISTS AGENCY 2000 AVENUE OF THE STARS LOS ANGELES, CA 90067 | TALENT BOOKING AGENCY | 125,000 |
| ORGANIZED BITS 500 WESTOVER DRIVE SUITE 12308 SANFORD, NC 273308941 | CONSULTING SERVICES | 124,015 |

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 ▶ 6

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 | 1,427,888 | | |
| g Noncash contributions included in lines 1a - 1f \$ | | | | |
| h Total. Add lines 1a-1f | | 1,427,888 | | |

Program Service Revenue

| | Business Code | | | | |
|--|---------------|-----------|-----------|-----------|--|
| 2a ADVERTISING/SPONSORSHIPS | 541800 | 1,949,173 | 394,835 | 1,554,338 | |
| b DUES AND SUBSCRIPTIONS | 900099 | 1,800,092 | 1,800,092 | | |
| c MEMBERSHIP SERVICES SALES | 900099 | 298,855 | 298,855 | | |
| d | | | | | |
| e | | | | | |
| f All other program service revenue | | | | | |
| g Total. Add lines 2a-2f | | 4,048,120 | | | |

Other Revenue

| | | | | | |
|---|----------------|---------------|-----------|-----------|-----------|
| 3 Investment income (including dividends, interest, and other similar amounts) | | 284,484 | | | 284,484 |
| 4 Income from investment of tax-exempt bond proceeds | | | | | |
| 5 Royalties | | | | | |
| 6a Gross rents | (i) Real | (ii) Personal | | | |
| b Less rental expenses | | | | | |
| c Rental income or (loss) | | | | | |
| d Net rental income or (loss) | | | | | |
| 7a Gross amount from sales of assets other than inventory | (i) Securities | (ii) Other | | | |
| b Less cost or other basis and sales expenses | 1,865,214 | | | | |
| c Gain or (loss) | 1,631,505 | | | | |
| d Net gain or (loss) | 233,709 | | 233,709 | | 233,709 |
| 8a Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18 | a | 13,756,205 | | | |
| b Less direct expenses | b | 5,798,079 | | | |
| c Net income or (loss) from fundraising events | | 7,958,126 | | | 7,958,126 |
| 9a Gross income from gaming activities See Part IV, line 19 | a | | | | |
| b Less direct expenses | b | 50,000 | | | |
| c Net income or (loss) from gaming activities | | -50,000 | | | -50,000 |
| 10a Gross sales of inventory, less returns and allowances | a | 519,770 | | | |
| b Less cost of goods sold | b | 315,207 | | | |
| c Net income or (loss) from sales of inventory | | 204,563 | 204,563 | | |
| Miscellaneous Revenue | Business Code | | | | |
| 11a MISCELLANEOUS INCOME | 900099 | 46,082 | | | 46,082 |
| b | | | | | |
| c | | | | | |
| d All other revenue | | | | | |
| e Total. Add lines 11a-11d | | 46,082 | | | |
| 12 Total revenue. See Instructions | | 14,152,972 | 2,698,345 | 1,554,338 | 8,472,401 |

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. | 1,812,971 | 1,812,971 | | |
| 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. | 247,973 | 247,973 | | |
| 4 Benefits paid to or for members. | | | | |
| 5 Compensation of current officers, directors, trustees, and key employees. | 1,055,118 | 494,298 | 306,190 | 254,630 |
| 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. | 4,612,184 | 2,907,065 | 734,763 | 970,356 |
| 8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions). | 108,146 | 68,419 | 24,778 | 14,949 |
| 9 Other employee benefits. | 524,146 | 230,947 | 214,246 | 78,953 |
| 10 Payroll taxes. | 337,779 | 178,790 | 96,399 | 62,590 |
| 11 Fees for services (non-employees): | | | | |
| a Management. | 45,815 | | 45,815 | |
| b Legal. | 210,708 | 477 | 210,231 | |
| c Accounting. | 49,875 | | 49,875 | |
| d Lobbying. | 240,000 | 240,000 | | |
| e Professional fundraising services. See Part IV, line 17. | | | | |
| f Investment management fees. | 47,301 | | 47,301 | |
| g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O). | 578,849 | 578,849 | | |
| 12 Advertising and promotion. | 375,527 | 263,660 | 111,867 | |
| 13 Office expenses. | 410,151 | 291,275 | 118,876 | |
| 14 Information technology. | 138,627 | 23,720 | 114,907 | |
| 15 Royalties. | | | | |
| 16 Occupancy. | 492,467 | 370,948 | 121,519 | |
| 17 Travel. | 418,336 | 248,675 | 169,661 | |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials. | | | | |
| 19 Conferences, conventions, and meetings. | 268,187 | 32,891 | 235,296 | |
| 20 Interest. | | | | |
| 21 Payments to affiliates. | | | | |
| 22 Depreciation, depletion, and amortization. | 217,352 | 26,817 | 183,536 | 6,999 |
| 23 Insurance. | 194,652 | 162,131 | 32,521 | |
| 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 PRODUCTION COSTS | 889,491 | 889,491 | | |
| b POSTAGE AND FREIGHT | 132,114 | 131,977 | 137 | |
| c PROGRAMS AND PROJECTS | 125,165 | 95,552 | 29,613 | |
| d PRINTING | 64,076 | 57,650 | 6,426 | |
| e All other expenses | 29,505 | 18,636 | 10,869 | |
| 25 Total functional expenses. Add lines 1 through 24e. | 13,626,515 | 9,373,212 | 2,864,826 | 1,388,477 |
| 26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720). | | | | |

Part X Balance 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 | 1,013,097 | 1 | 1,422,328 |
| | 2 Savings and temporary cash investments | 1,276,545 | 2 | 1,966,681 |
| | 3 Pledges and grants receivable, net | | 3 | 81,200 |
| | 4 Accounts receivable, net | 588,635 | 4 | 3,385,846 |
| | 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 | 781,341 | 7 | 625,930 |
| | 8 Inventories for sale or use | 256,315 | 8 | 375,031 |
| | 9 Prepaid expenses and deferred charges | 686,790 | 9 | 676,524 |
| | 10a Land, buildings, and equipment—cost or other basis. Complete Part VI of Schedule D | 2,184,721 | | |
| | b Less: accumulated depreciation | 1,764,539 | | |
| | | 465,768 | 10c | 420,182 |
| | 11 Investments—publicly traded securities | 10,150,474 | 11 | 10,078,695 |
| | 12 Investments—other securities. See Part IV, line 11 | | 12 | |
| | 13 Investments—program-related. See Part IV, line 11 | | 13 | |
| | 14 Intangible assets | | 14 | |
| | 15 Other assets. See Part IV, line 11 | 73,721 | 15 | 72,353 |
| | 16 Total assets. Add lines 1 through 15 (must equal line 34) | 15,292,686 | 16 | 19,104,770 |
| Liabilities | 17 Accounts payable and accrued expenses | 1,273,509 | 17 | 1,220,254 |
| | 18 Grants payable | | 18 | |
| | 19 Deferred revenue | 4,732,875 | 19 | 7,973,733 |
| | 20 Tax-exempt bond liabilities | | 20 | |
| | 21 Escrow or custodial account liability. Complete Part IV of Schedule D | | 21 | |
| | 22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L | | 22 | |
| | 23 Secured mortgages and notes payable to unrelated third parties | | 23 | |
| | 24 Unsecured notes and loans payable to unrelated third parties | | 24 | |
| | 25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D | | 25 | |
| | 26 Total liabilities. Add lines 17 through 25 | 6,006,384 | 26 | 9,193,987 |
| Net Assets or Fund Balances | Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. | | | |
| | 27 Unrestricted net assets | 8,864,772 | 27 | 9,421,624 |
| | 28 Temporarily restricted net assets | 421,530 | 28 | 489,159 |
| | 29 Permanently restricted net assets | | 29 | |
| | Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34. | | | |
| | 30 Capital stock or trust principal, or current funds | | 30 | |
| | 31 Paid-in or capital surplus, or land, building or equipment fund | | 31 | |
| | 32 Retained earnings, endowment, accumulated income, or other funds | | 32 | |
| | 33 Total net assets or fund balances | 9,286,302 | 33 | 9,910,783 |
| | 34 Total liabilities and net assets/fund balances | 15,292,686 | 34 | 19,104,770 |

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 | 14,152,972 |
| 2 | Total expenses (must equal Part IX, column (A), line 25) | 2 | 13,626,515 |
| 3 | Revenue less expenses Subtract line 2 from line 1 | 3 | 526,457 |
| 4 | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) | 4 | 9,286,302 |
| 5 | Net unrealized gains (losses) on investments | 5 | 98,024 |
| 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 | 0 |
| 10 | Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B)) | 10 | 9,910,783 |

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 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> 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 <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> 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 <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> 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: 86-0974183
Name: SAFARI CLUB INTERNATIONAL

Form 990 (2018)

Form 990, Part III, Line 4a:

MEMBER & CHAPTER SERVICES SCI IS COMPRISED OF MEMBERS AND CHAPTERS WORLDWIDE THIS CATEGORY REPRESENTS THE OPERATING COSTS OF SERVING THE APPROXIMATE 43,205 EXISTING MEMBERS PROVIDING DIRECT ASSISTANCE TO APPROXIMATELY 200 CHAPTERS WORLDWIDE IN THE AREAS OF MEMBERSHIP AND FUNDRAISING PRODUCING MONTHLY AND BI-MONTHLY PUBLICATIONS AND PROMOTING MEMBERSHIP IN THE ORGANIZATION TO THE NON-MEMBER HUNTING COMMUNITY WORLDWIDE

Form 990, Part III, Line 4b:

HUNTING ADVOCACY - SEE SCHEDULE O

Form 990, Part III, Line 4c:

CONSERVATION GRANTS ARE MADE TO SAFARI CLUB INTERNATIONAL FOUNDATION (SCIF) AND OTHER ORGANIZATIONS TO FURTHER THEIR CONSERVATION EFFORTS ON PROJECTS THAT ESTABLISH AND SUPPORT SCIENTIFIC AND BIOLOGICAL STUDIES OF WILDLIFE POPULATIONS WORLDWIDE IN ORDER TO ASSURE LONG-TERM SUSTAINABILITY OF WILDLIFE POPULATIONS CONSIDERING THEIR ECOLOGICAL CONNECTIONS PROJECTS INCLUDE WILDLIFE POPULATION SURVEYS, COLLARING AND MONITORING DNA ANALYSES, DISEASE TESTING AND DEVELOPMENT OF SCIENTIFIC PUBLICATIONS FIELD MANUALS REPORTS AND OTHER RESEARCH-BASED PAPERS

| 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 | | | |
| BABAZ PAUL D PRESIDENT | 20 00 | X | | X | | | | 0 | 0 | 0 |
| SKOLD STEVE PRESIDENT ELECT | 20 00 | X | | X | | | | 0 | 0 | 0 |
| CHAPMAN SCOTT DEPUTY PRESIDENT ELECT | 20 00 | X | | X | | | | 0 | 0 | 0 |
| MCLAURIN JOHN CORPORATE SECRETARY | 20 00 | X | | X | | | | 0 | 0 | 0 |
| HARTER DON C CORPORATE TREASURER | 20 00 | X | | X | | | | 0 | 0 | 0 |
| DETWILER DONALD VICE PRESIDENT | 20 00 | X | | X | | | | 0 | 0 | 0 |
| GRASSER EDWARD K VICE PRESIDENT | 20 00 | X | | X | | | | 0 | 0 | 0 |
| JERAULD ROBIN S VICE PRESIDENT | 20 00 | X | | X | | | | 0 | 0 | 0 |
| LEONARD MICHAEL J VICE PRESIDENT | 20 00 | X | | X | | | | 0 | 0 | 0 |
| LINDQUIST SVEN K VICE PRESIDENT | 20 00 | X | | X | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| MADDOX SHERRY D VICE PRESIDENT | 20 00 | X | | X | | | | 0 | 0 | 0 |
| ANDERSON KEVIN K SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BOLLMAN PATRICK SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| CAPPELLI RAYMOND SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| DONAU ALFRED SKIP SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| EASTERBROOKSR ROBERT SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| EDEWAARD VERN SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ERICKSONSR HYLAND B SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| HIGGINS LARRY B SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| JACKSONIII JOHN SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| KAUFFMAN CRAIG L SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| NORRIS LANCE H SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| OLDFIELD ANDY M SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| POCIUS E WAYNE SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SHEPARD MERLE A SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| URSEM RICHARD E SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| VAN HORNE NORDEN SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| YAJKO R DOUGLAS SCI PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ANDERSON DENNIS SCI/SCIF PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BANKS GEORGE SCI/SCIF PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| BOGNER GARY F SCI/SCIF PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| CUNNINGHAM RALPH S SCI/SCIF PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| HORNII PETER L SCI/SCIF PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| KATZ LAWRENCE S SCI/SCIF PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| LEEDS JACK SCI/SCIF PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MONSON JOHN R SCI/SCIF PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MORGAN DON R SCI/SCIF PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ROGERS SR MIKE SCI/SCIF PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SIMPSON MIKE SCI/SCIF PAST PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ATKINSON HERB DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| BARTELS RON DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| BLACK DONALD E DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| CALLENDER AMY LEIGH DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| CRAWFORD MIKE DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| CURTIS ED DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| DANIELS TYLER D DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| DREWNOWSKI MICHAEL J DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| JOHNS LARRY J DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| KENNEDYIII RICHARD R DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| KIMBELL JEFFREY J DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| LANFORDDVM RONALD N DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| LEONARD JAMES R DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| MATTUSCH TOM DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| MURRAY LEE D DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| SIBERT C J DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| SWANJR BILL S DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| TENNISON GARY H DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| WEBB LEW DIRECTOR-AT-LARGE | 5 00 | X | | | | | | 0 | 0 | 0 |
| ALDRICH JEFFREY K REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| ANSTINE MIA REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| BING JAMES STONY REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| BOIDO BOBBY REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| BUSH RANDALL REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| CAMPBELLSR CAL REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| CASHIN GORDON REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| CREELMAN BARBARA E REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| DAHL JAMES E REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| DICKINSON LEN REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| ENGSTROM ANDERS N REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| ERNST ALLEN R REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| FIDLER JOHN REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| GEARHART GARY A REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| GERADS LARRY W REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| GOTSHALL RICHARD L REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| HAMMOND RAY REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| HLUSZIK BERNHARD REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| HUDSPETH ORVILLE G REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| JOHNSON MARK D REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| LANDGRAF JOHN F REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| LAWSJR JOHN K REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| LEAKE WT SKIP REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| LOSA REVERTE JOSE MARIA REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| MEYERL JEFFREY L REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| MORELAND JIMMY REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| MULLER CHRISTOPHER B REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| ORTMANN DWIGHT A REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| PARIS EMILIO REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| PORTER NEAL REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| ROBINSON MARK DONALD REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| RUSTEMEYER GREG J REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| SIZEMORE JEFF REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| STEINER LARRY R REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| STOHLMAN JOHN REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| TALBOT J SCOTT A REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| VIEJO GONZALEZPHD JESUS REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| WARGOLET CHARMAINE REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| WEMPLE JON REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| WOTTRICH STEPHANIE REGIONAL REPRESENTATIVE | 5 00 | X | | | | | | 0 | 0 | 0 |
| D'ENTREVES UBERTO INTERNATIONAL DIRECTOR | 5 00 | X | | | | | | 0 | 0 | 0 |
| ESTADE MIGUEL INTERNATIONAL DIRECTOR | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| HIDVEGI BELA INTERNATIONAL DIRECTOR | 5 00 | X | | | | | | 0 | 0 | 0 |
| JORGENSEN RAGNAR R INTERNATIONAL DIRECTOR | 5 00 | X | | | | | | 0 | 0 | 0 |
| KOHALMI ZSOLT INTERNATIONAL DIRECTOR | 5 00 | X | | | | | | 0 | 0 | 0 |
| ACORD GARY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ANDERSON ROBERT J CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ATWOOD ALBERT LEROY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| AXTON BRETT CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BABAZ ABIGAIL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BACHMANN JARRY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BAGI SCOTT A CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| BAKER BRANDAN G CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BALLIS MARK S CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BARNES DEREK J CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BARRETT DOUGLAS H CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BAZZY CHUCK CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BEAVER JASON CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BEREMAN HUBERT E CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BIRCHELL ANNIE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BODKER DAVID CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BOYCE CYNTHIA CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| BOYETT BUDDY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BRACEWELL ROBERT CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BRANDOW MALVIN W CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BREUNING STEPHEN E CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BROWN SCOTT M CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| BUONOCOREJR GREGORY P CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| CARRAWAY BRYAN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| CHANCLER RYAN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| CHEEK GREGORY R CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| CIPRESSI FRANK CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| CLYMER GARY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| COLE LOUIS CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| COLEMAN WALTER CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| COSTARELLA DAVE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| CROWN BARBARA CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| DAHLE CHAD CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| DENNETT RYAN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| DETERS KELVIN L CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| DETWILER SAM CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| DEVANE DAVID L CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| DODDRIDGE PHILLIP CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| DOYON DONALD J CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| DUFFY RICK J CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| DUKES JACKIE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| DUNBAR MYLES CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| DUPUIS TODD CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| EAVENSON BRETT W CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| EBERSOLD RICHARD R CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| EHRHARDT PATTY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ELLIOTT GREG CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| ENGSTROM ERIK A O CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ERKER DANIEL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| FLOSLNIK THOMAS M CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| FOLKMAN DANIEL J CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| FONTENOT JIMMY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GABRIELSON ROD CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GALMEZ JUAN ANTONIO CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GARNES JEFF CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GARRETT SCOTT F CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GAUTHIER DANIEL G CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| GEPPREY DENNIS CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GIHA JOSE LUIS CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GIOTTONINI DON J CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GOLEMIS DEAN C CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GOLM NATE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GOODWIN LARRY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GOULD JEFF CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GRAY JON W CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| GREENWELL STEVE M CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| HAAKE DAVID CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| HAFLA TONY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| HAMILTON DAVID C CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| HAMMILL JIM CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| HARRISON GINO CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| HARSIN MARTIN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| HAYES JIM CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| HAZEN HERBERT CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| HOROWITZ JONATHAN M CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| HOSKINS MICHAEL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| HOWELL MATT CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| HUNTER STEVEN L CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| IRONS DAVID CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ITTERLY SCOTT CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| IZOR DAVID E CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| JABLONIC MARK CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| JACKSON STEVEN W CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| JAMES SHELDON K CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| JANECEK TEX CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| JOHNSON BURL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| JONES STEVE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| KEETH ADAM CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| KEIMDDS MICHAEL R CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| KELLY RUSSELL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| KENNEDY JEFF C CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| KILLORN KRISTOPHER C CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| KLEINSMITH STACEE F CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| KNOWLES MICHAEL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| KOVALENKO ANATOLII CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| LANGE BYRON P CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| LAWSON ROBERT C CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| LENCIONI BRAD CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| LITTLE DAVID A CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| LYNCH DONALD M CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| LYTLE ZAC CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MACELLARO JORGE CARLOS CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MACLENNAN RUSSELL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MAHAN COBY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MARCUM RALPH M CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MASTERS TOM CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MAYES RANDAL R CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| MCCANN SEAN E CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MCCLOUD LAWRENCE H CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MCDOWELL MICHAEL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MCGEHEE CLIFF CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MCKINNON TIM D CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MIDDLETON MARY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MIGLIORINI JUAN CARLOS CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MILLS JAMES CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MOORE C JONATHAN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MOTHERAL ROBERT CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| MUNRO WILSON RODRIGO GUILLERMO CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| MUONIO MICHELE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| NELSON CATHIE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| NEMETH JOZSEF CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| NETSCHERT SPENCIE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| NIELSON JEFF CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| OLSON DANIEL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| OLSON JEFFREY G CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| OSTERGAARDESQ ERIK CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| OVERWEG SCOTT EDWARD CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| PAMPLIN KEN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| PASCALE BILL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| PEDERSEN JOSEPH R CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| PETERS DENNIS RAY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| PIBOULEAU DOMINIQUE MARIE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| POWELL MALCOLM SCOTT CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| PRATES NUNO VICENTE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| PRIDMORE TYLER THOMAS CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| RAINS KENT E CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| REX MIKE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| RICHARDS LARRY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| RIMKUS MARLA CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ROELL JAMIE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ROGERSJR MIKE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ROMERO NIETO EDUARDO CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SAGE JOE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SCHULTZ ERIC CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SCHULZ ROGER B CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SENKOW WALTER J CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SHERRILL TRACY LEE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| SISCO STAN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SKINNER PHIL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SMITH BRIAN D CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SMITH JASON CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SMITH ROBERT R CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SMITHII WILLIAM F CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| SPIEWAK FRED CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ST MICHAEL ROXANE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| STECKLEY KEVIN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| STILLMAN GERETH B CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| STOKES DAVID D CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| STOKES KAL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| STUBBERUD NILS-OLE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| TAKACS ISTVAN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| TALBOTT J KIM CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| TAYLOR OSCAR D CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| TAYLOR ROBERT V CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| TERZI TIZIANO CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| TIMKO NANCY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| TIMMERMAN CHRISTOPHER CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| TOMAN JEREMY ROBERT CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ULBERG MATT CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| UNGER KEVIN GEORGE CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| USZTICS IVAN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| VALLEY ALEX CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| VALYEAR JASON CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| VAN DE STEENE DONALD CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| VAN NOTE THOMAS CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| VENDITTOZZI ARMANDO CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| VITRO ROBERT J CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| WALTERS MICHAEL J CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| WEBER KEN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| WEHINGER MARK T CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| WEST CHRIS CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| WEST SEAN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| WILT LANA CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| WINTER A JAY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| WITCZAK MARTY CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| WOODS KEVIN CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| WOTTRICH JEREL CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |

| Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors | | | | | | | | | | |
|---|--|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below dotted line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W- 2/1099-MISC) | (E) Reportable compensation from related organizations (W- 2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
| | | Individual trustee or director | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| YORK KENT CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| YOUNGIII WILLIAM D CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ZEGER WILLIAM L CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ZELTWANGER ANDREW CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| ZUCCO MARK CHAPTER PRESIDENT | 5 00 | X | | | | | | 0 | 0 | 0 |
| PARSONS RICHARD CEO | 40 00 | | | X | | | | 248,395 | 0 | 1,092 |
| BOLT NATHAN CFO | 30 00 | | | X | | | | 163,593 | 0 | 12,140 |
| GRIMES ELIZABETH CBO | 10 00 40 00 | | | X | | | | 180,116 | 0 | 13,980 |
| HAMBERLIN WILLIAM LAIRD CEO BEGINNING 4/2019 | 30 00 | | | X | | | | 0 | 0 | 0 |
| SAGI ANGELIA ADVERTISING SALES DIRECTOR | 10 00 40 00 | | | | X | | | 188,903 | 0 | 16,257 |

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 | | | |
| SEIDMAN ANNA DIRECTOR OF LITIGATION | 40 00 | | | | X | | | 187,099 | 0 | 8,798 |
| BURDIN DOUG SENIOR LITIGATION COUNSEL | 40 00 | | | | | X | | 181,105 | 0 | 13,829 |
| GERICH MARTIN IT DIRECTOR | 40 00 | | | | | X | | 158,405 | 0 | 12,556 |
| GREENE WILLIAM P DEPUTY DIRECTOR OF GOVN'T AFFAIRS | 40 00 | | | | | X | | 153,796 | 0 | 1,210 |
| COMUS STEPHEN DIRECTOR OF COMMUNICATIONS | 40 00 | | | | | X | | 128,936 | 0 | 9,022 |
| ROQUNEI MICHAEL J DIRECTOR OF MEMBERSHIP & CHAPTER SERVICES | 40 00 | | | | | X | | 115,512 | 0 | 11,328 |

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 SAFARI CLUB INTERNATIONAL | Employer identification number 86-0974183 |
|---|--|

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) ▶ \$ 195,788
- 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 ▶ \$
- 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 ▶ \$
- 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 | | | | |
| 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 Yes | |
| 2 | Did the organization make only in-house lobbying expenditures of \$2,000 or less? | 2 | No |
| 3 | Did the organization agree to carry over lobbying and political expenditures from the prior year? | 3 | No |

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). | | |
| a | Current year | 2a | |
| b | Carryover from last year | 2b | |
| c | Total | 2c | |
| 3 | Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues | 3 | |
| 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? | 4 | |
| 5 | Taxable amount of lobbying and political expenditures (see instructions) | 5 | |

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 | THE ORGANIZATION IS NOT INVOLVED IN ANY DIRECT POLITICAL CAMPAIGN ACTIVITY. THE ORGANIZATION'S ONLY INDIRECT POLITICAL CAMPAIGN ACTIVITY IS THE PAYMENT OF CERTAIN ADMINISTRATIVE AND FUNDRAISING EXPENSES AND PROVIDING EMPLOYEES FOR CERTAIN ADMINISTRATIVE FUNCTIONS ON BEHALF OF TWO POLITICAL ACTION COMMITTEES (PAC). |

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
SAFARI CLUB INTERNATIONAL

Employer identification number
86-0974183

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 | 305,998 | 208,150 | 110,700 | | |
| b Contributions | 102,900 | 88,900 | 109,700 | 110,700 | |
| c Net investment earnings, gains, and losses | 18,458 | 11,761 | | | |
| d Grants or scholarships | | | | | |
| e Other expenditures for facilities and programs | 53,762 | 2,813 | 12,250 | | |
| f Administrative expenses | | | | | |
| g End of year balance | 373,594 | 305,998 | 208,150 | 110,700 | |

2

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

a Board designated or quasi-endowment ▶ 100 000 %

b Permanent endowment ▶ 0 %

c Temporarily restricted endowment ▶ 0 %

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) | | No |
| 3a(ii) | | No |
| 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 | | | | |
| b Buildings | | | | |
| c Leasehold improvements | | 43,874 | 31,800 | 12,074 |
| d Equipment | | 2,097,145 | 1,732,739 | 364,406 |
| e Other | | 43,702 | | 43,702 |
| Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) | | | | 420,182 |

Part VII

Investments—Other Securities.

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

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

Part VIII

Investments—Program Related.

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

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

Part IX

Other Assets.

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

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

Part X

Other Liabilities.

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

| 1. (a) Description of liability | (b) Book value | |
|---|----------------|--|
| (1) Federal income taxes | | |
| | | |
| (2) | | |
| (3) | | |
| (4) | | |
| (5) | | |
| (6) | | |
| (7) | | |
| (8) | | |
| (9) | | |
| Total. (Column (b) must equal Form 990, Part X, col (B) line 25) ▶ | | |

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 | 20,366,981 |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12 | | |
| a | Net unrealized gains (losses) on investments | 2a | 98,024 |
| b | Donated services and use of facilities | 2b | |
| c | Recoveries of prior year grants | 2c | |
| d | Other (Describe in Part XIII) | 2d | |
| e | Add lines 2a through 2d | 2e | 98,024 |
| 3 | Subtract line 2e from line 1 | 3 | 20,268,957 |
| 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 | 47,301 |
| b | Other (Describe in Part XIII) | 4b | -6,163,286 |
| c | Add lines 4a and 4b | 4c | -6,115,985 |
| 5 | Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12) | 5 | 14,152,972 |

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 | 19,742,500 |
| 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 | 6,163,286 |
| e | Add lines 2a through 2d | 2e | 6,163,286 |
| 3 | Subtract line 2e from line 1 | 3 | 13,579,214 |
| 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 | 47,301 |
| b | Other (Describe in Part XIII) | 4b | |
| c | Add lines 4a and 4b | 4c | 47,301 |
| 5 | Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18) | 5 | 13,626,515 |

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: 86-0974183
Name: SAFARI CLUB INTERNATIONAL

Supplemental Information

| Return Reference | Explanation |
|------------------|--|
| PART V, LINE 4 | TO FUND LITIGATION, MARKETING, LEGISLATIVE AND VOTER EDUCATION, AND SIMILAR ADVOCACY ACTIONS INTENDED TO PROTECT THE PRIVILEGE OF HUNTING AND THE HUNTING HERITAGE THE PURPOSES SHALL NOT INCLUDE LOBBYING FOR CANDIDATES FOR OFFICE |

Supplemental Information

| Return Reference | Explanation |
|------------------|--|
| PART X, LINE 2 | SCI EVALUATES ITS UNCERTAIN TAX POSITIONS, IF ANY, ON A CONTINUAL BASIS THROUGH REVIEW OF ITS POLICIES AND PROCEDURES, REVIEW OF ITS REGULAR TAX FILINGS, AND DISCUSSIONS WITH OUTSIDE EXPERTS AS OF JUNE 30, 2019 AND 2018, MANAGEMENT DOES NOT BELIEVE ANY UNCERTAIN TAX POSITIONS EXIST |

| Supplemental Information | |
|--------------------------------------|---|
| Return Reference | Explanation |
| PART XI, LINE 4B - OTHER ADJUSTMENTS | SPECIAL EVENT EXPENSES DEDUCTED AGAINST REVENUES -5,798,079 GAMING EXPENSES DEDUCTED AGAINST REVENUES -50,000 COST OF GOODS SOLD DEDUCTED AGAINST REVENUES -315,207 |

| Supplemental Information | |
|---------------------------------------|--|
| Return Reference | Explanation |
| PART XII, LINE 2D - OTHER ADJUSTMENTS | SPECIAL EVENT EXPENSES DEDUCTED AGAINST REVENUES 5,798,079 GAMING EXPENSES DEDUCTED AGAINST REVENUES 50,000 COST OF GOODS SOLD DEDUCTED AGAINST REVENUES 315,207 |

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization
SAFARI CLUB INTERNATIONAL

Statement of Activities Outside the United States

- Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.
► Attach to Form 990.
► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018

**Open to Public
Inspection**

Employer identification number

86-0974183

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

1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ **Yes** ☐ **No**

2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States

3 Activities per Region (The following Part I, line 3 table can be duplicated if additional space is needed)

| (a) Region | (b) Number of offices in the region | (c) Number of employees, agents, and independent contractors in region | (d) Activities conducted in region (by type) (e g , fundraising, program services, investments, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region | (f) Total expenditures for and investments in region |
|---|-------------------------------------|--|---|--|--|
| See Add'l Data | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| 3a Sub-total | 1 | 1 | | | 247,973 |
| b Total from continuation sheets to Part I | | | | | 0 |
| c Totals (add lines 3a and 3b) | 1 | 1 | | | 247,973 |

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

[illegible]

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

5

| | |
|-----------------|---|
| Part III | Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 16. |
|-----------------|---|

Part III can be duplicated if additional space is needed.

[illegible]

Part IV Foreign Forms

- 1 Was the organization a U S transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U S Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* ☐ Yes ☒ No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U S Owner (see Instructions for Forms 3520 and 3520-A, don't file with Form 990)* ☐ Yes ☒ No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U S Persons with Respect to Certain Foreign Corporations (see Instructions for Form 5471)* ☐ Yes ☒ No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* ☐ Yes ☒ No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U S Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* ☐ Yes ☒ No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713, don't file with Form 990)* ☐ Yes ☒ No

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

990 Schedule F, Supplemental Information

| Return Reference | Explanation |
|-------------------|---|
| PART I, LINE 2 | THE ORGANIZATION'S LARGEST GRANT IS TO SCI - CANADA, A RELATED ORGANIZATION FOR OTHER GRANTS THE ORGANIZATION MONITORS THE PERFORMANCE OF THE RECIPIENT PRIOR TO BESTOWING A GRANT TYPICALLY THESE GRANTS ARE GIVEN TO THE SAME REQUESTING ORGANIZATIONS YEAR AFTER YEAR BECAUSE THEY CONTINUE TO MEET SCI'S PERFORMANCE REQUIREMENTS |

Additional Data

Software ID:
Software Version:
EIN: 86-0974183
Name: SAFARI CLUB INTERNATIONAL

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

| (a) Region | (b) Number of offices in the region | (c) Number of employees or agents in region | (d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in region | (f) Total expenditures for region |
|--------------------|-------------------------------------|---|--|--|-----------------------------------|
| NORTH AMERICA | 1 | 1 | PROGRAM SERVICES | HUNTING ADVOCACY | 224,133 |
| SUB-SAHARAN AFRICA | 0 | 0 | GRANT FOR PROGRAM SERVICES | HUNTING ADVOCACY | 23,840 |

Form 990 Schedule F Part II - Grants or Entities Outside The United States

| (a) Name of organization | (b) IRS code section and EIN(if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of non-cash assistance | (h) Description of non-cash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
|--------------------------|---|---------------|----------------------|--------------------------|---------------------------------|-----------------------------------|--|---|
| | | NORTH AMERICA | PROGRAM AWARD | 7,249 | WIRE | | | |
| | | NORTH AMERICA | PROGRAM AWARD | 9,750 | CHECK | | | |

| Form 990 Schedule F Part II - Grants or Entities Outside The United States | | | | | | | | |
|--|---|--------------------|----------------------|--------------------------|---------------------------------|-----------------------------------|--|---|
| (a) Name of organization | (b) IRS code section and EIN(if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of non-cash assistance | (h) Description of non-cash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
| | | SUB-SAHARAN AFRICA | PROGRAM AWARD | 14,540 | WIRE | | | |
| | | NORTH AMERICA | PROGRAM AWARD | 14,845 | CHECK | | | |

| Form 990 Schedule F Part II - Grants or Entities Outside The United States | | | | | | | | |
|--|---|---------------|----------------------|--------------------------|---------------------------------|-----------------------------------|--|---|
| (a) Name of organization | (b) IRS code section and EIN(if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of non-cash assistance | (h) Description of non-cash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
| | | NORTH AMERICA | OPERATING EXPENSES | 180,788 | WIRE | | | |

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

| Revenue | | (a) Event #1 | (b) Event #2 | (c) Other events | (d) |
|-----------------|---|-----------------------------------|--------------|------------------|--|
| | | CONVENTION (event type) | (event type) | (total number) | Total events (add col (a) through col (c)) |
| Revenue | 1 Gross receipts | 13,755,559 | | | 13,755,559 |
| | 2 Less Contributions | | | | |
| | 3 Gross income (line 1 minus line 2) | 13,755,559 | | | 13,755,559 |
| Direct Expenses | 4 Cash prizes | | | | |
| | 5 Noncash prizes | | | | |
| | 6 Rent/facility costs | 762,393 | | | 762,393 |
| | 7 Food and beverages | 888,446 | | | 888,446 |
| | 8 Entertainment | 433,018 | | | 433,018 |
| | 9 Other direct expenses | 3,713,576 | | | 3,713,576 |
| | 10 Direct expense summary Add lines 4 through 9 in column (d) ► | | | | 5,797,433 |
| | 11 Net income summary Subtract line 10 from line 3, column (d) ► | | | | 7,958,126 |

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

| Revenue | | (a) Bingo | (b) Pull tabs/Instant bingo/progressive bingo | (c) Other gaming | (d) Total gaming (add col (a) through col (c)) |
|-----------------|--|---|---|---|---|
| | | | | | |
| Direct Expenses | 1 Gross revenue | | | | |
| | 2 Cash prizes | | | | |
| | 3 Noncash prizes | | | | |
| | 4 Rent/facility costs | | | | |
| | 5 Other direct expenses | | | | |
| | 6 Volunteer labor | <input type="checkbox"/> Yes _____ % <input type="checkbox"/> No | <input type="checkbox"/> Yes _____ % <input type="checkbox"/> No | <input type="checkbox"/> Yes _____ % <input type="checkbox"/> No | |
| | 7 Direct expense summary Add lines 2 through 5 in column (d) ► | | | | |
| | 8 Net gaming income summary Subtract line 7 from line 1, column (d) ► | | | | |

9 Enter the state(s) in which the organization conducts gaming activities _____

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain _____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain _____

| | | | | | |
|---|--|------------|---|------------|---|
| 11 Does the organization conduct gaming activities with nonmembers? | <input type="checkbox"/> Yes <input type="checkbox"/> No | | | | |
| 12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? | <input type="checkbox"/> Yes <input type="checkbox"/> No | | | | |
| 13 Indicate the percentage of gaming activity conducted in | | | | | |
| a The organization's facility | <table border="1" style="display: inline-table; border-collapse: collapse;"><tr><td style="width: 100px; text-align: center;">13a</td><td style="width: 100px; text-align: center;">%</td></tr><tr><td style="text-align: center;">13b</td><td style="text-align: center;">%</td></tr></table> | 13a | % | 13b | % |
| 13a | % | | | | |
| 13b | % | | | | |
| b An outside facility | | | | | |

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records

Name ►

Address ►

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization ► \$ _____ and the amount of gaming revenue retained by the third party ► \$ _____

c If "Yes," enter name and address of the third party

Name ►

Address ►

16 Gaming manager information

Name ►

Gaming manager compensation ► \$

Description of services provided ►

☐ Director/officer

☐ Employee

☐ Independent contractor

17 Mandatory distributions

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$ _____

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

Return Reference

Explanation

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
SAFARI CLUB INTERNATIONAL

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
86-0974183

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 3

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 | THE ORGANIZATION'S LARGEST GRANT IS TO SCIF, A RELATED ORGANIZATION. FOR ALL OTHER SMALLER GRANTS, THE ORGANIZATION MONITORS THE PERFORMANCE OF THE RECIPIENT PRIOR TO BESTOWING A GRANT. TYPICALLY THESE GRANTS ARE GIVEN TO THE SAME REQUESTING ORGANIZATIONS YEAR AFTER YEAR BECAUSE THEY CONTINUE TO MEET SCI'S PERFORMANCE REQUIREMENTS. |

Additional Data

Software ID:
Software Version:
EIN: 86-0974183
Name: SAFARI CLUB INTERNATIONAL

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 |
|---|------------|-------------------------------|--------------------------|-----------------------------------|---|--|---|
| SAFARI CLUB INTERNATIONAL FOUNDATION 4800 WEST GATES PASS ROAD TUCSON, AZ 85743 | 86-0292099 | 501(C)(3) | 217,644 | 1,529,578 | FMV | DONATED GOODS AND EXPENSE FUNDING PROVIDED AT COST | WILDLIFE CONSERVATION AND OUTDOOR EDUCATION |
| ALASKA PROFESSIONAL HUNTERS ASSOCIATION PO BOX 240971 ANCHORAGE, AK 99524 | 92-0060165 | 501(C)(6) | 25,750 | | | | CONSERVATION OF WILDLIFE RESOURCES |

| 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 |
| HUNTER NATION 6700 SQUIBB ROAD MISSION, KS 66202 | 82-4684198 | 501(C)(3) | 15,000 | | | | DONATION |
| NC SPORTSMEN FOR CONSERVATION 130 MINE LAKE COURT SUITE 200 RALEIGH, NC 27615 | 83-2052402 | 501(C)(3) | 10,000 | | | | LEGISLATIVE SUPPORT |

| | | |
|--------------------------|---|---------------------------|
| Schedule J (Form 990) | <div>Compensation Information</div> <div>For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees</div> <div>▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23. ▶ Attach to Form 990.</div> <div>▶ Go to www.irs.gov/Form990 for instructions and the latest information.</div> | OMB No 1545-0047 |
| | | 2018 |
| | | Open to Public Inspection |

| | | |
|--|---|--|
| Department of the Treasury Internal Revenue Service | Name of the organization SAFARI CLUB INTERNATIONAL | Employer identification number 86-0974183 |
|--|---|--|

| 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. | | | |
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use | | |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence | | |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees | | |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> 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 | |
| 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 | |
| 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. | | | |
| <input checked="" type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract | | |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study | | |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> 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 | No |
| b Participate in, or receive payment from, a supplemental nonqualified retirement plan? | | 4b | No |
| c Participate in, or receive payment from, an equity-based compensation arrangement? | | 4c | No |
| If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III. | | | |
| 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 | Yes |
| b Any related organization? | | 5b | No |
| If "Yes," on line 5a or 5b, describe in Part III. | | | |
| 6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of: | | | |
| a The organization? | | 6a | Yes |
| b Any related organization? | | 6b | No |
| If "Yes," on line 6a or 6b, describe in Part III. | | | |
| 7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III. | | 7 | No |
| 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 | No |
| 9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? | | 9 | |

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

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

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

| (A) Name and Title | | (B) Breakdown of W-2 and/or 1099-MISC compensation | | | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation in column (B) reported as deferred on prior Form 990 |
|---|------|--|-------------------------------------|-------------------------------------|--|-------------------------|---------------------------------|---|
| | | (i) Base compensation | (ii) Bonus & incentive compensation | (iii) Other reportable compensation | | | | |
| 1 PARSONS RICHARD CEO | (i) | 231,425 | 0 | 16,970 | 0 | 1,092 | 249,487 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2 BOLT NATHAN CFO | (i) | 163,452 | 0 | 141 | 5,550 | 6,590 | 175,733 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 3 GRIMES ELIZABETH CBO | (i) | 178,944 | 0 | 1,172 | 7,350 | 6,630 | 194,096 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 4 SAGI ANGELIA ADVERTISING SALES DIRECTOR | (i) | 152,665 | 34,333 | 1,905 | 6,949 | 9,308 | 205,160 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 5 SEIDMAN ANNA DIRECTOR OF LITIGATION | (i) | 185,944 | 0 | 1,155 | 7,350 | 1,448 | 195,897 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 6 BURDIN DOUG SENIOR LITIGATION COUNSEL | (i) | 180,417 | 0 | 688 | 7,350 | 6,479 | 194,934 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 7 GERICH MARTIN IT DIRECTOR | (i) | 157,828 | 0 | 577 | 5,998 | 6,558 | 170,961 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 8 GREENE WILLIAM P DEPUTY DIRECTOR OF GOVN'T AFFAIRS | (i) | 153,426 | 0 | 370 | 0 | 1,210 | 155,006 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |

Part III **Supplemental Information**

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

| Return Reference | Explanation |
|------------------|--|
| PART I, LINE 5 | THE DIRECTOR OF ADVERTISING RECEIVES COMMISSIONS BASED UPON ADVERTISING SALES. THIS AMOUNT IS REPORTED IN THE BONUS COLUMN IN SCH J. |

| Return Reference | Explanation |
|------------------|--|
| PART I, LINE 6 | SCI BONUS PAYMENTS ARE MADE BASED ON MEETING ORGANIZATIONAL GOALS AND ARE AT THE DISCRETION OF THE BOARD OF DIRECTORS NO BONUSES WERE PAID IN THE CURRENT YEAR |



Schedule L

(Form 990 or 990-EZ)

Transactions with Interested Persons

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

OMB No 1545-0047

2018

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
SAFARI CLUB INTERNATIONAL

Employer identification number
86-0974183

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 | (c) Description of transaction | (d) Corrected? | |
|---|---------------------------------|---|--------------------------------|----------------|----|
| | | | | Yes | No |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

2

Enter the amount of tax incurred by organization managers or disqualified persons during the year under section 4958

3

Enter the amount of tax, if any, on line 2, above, reimbursed by the organization

Part II

Loans to and/or From Interested Persons.
Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26, or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

| (a) Name of interested person | (b) Relationship with organization | (c) Purpose of loan | (d) Loan to or from the organization? | | (e) Original principal amount | (f) Balance due | (g) In default? | | (h) Approved by board or committee? | | (i) Written agreement? | |
|-------------------------------|------------------------------------|---------------------|---------------------------------------|------|-------------------------------|-----------------|-----------------|----|-------------------------------------|----|------------------------|----|
| | | | To | From | | | Yes | No | Yes | No | Yes | No |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Total | | | | | | | | | | | | |

Part III

Grants or Assistance Benefiting Interested Persons.
Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

| (a) Name of interested person | (b) Relationship between interested person and the organization | (c) Amount of assistance | (d) Type of assistance | (e) Purpose of assistance |
|-------------------------------|---|--------------------------|------------------------|---------------------------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

| (a) Name of interested person | (b) Relationship between interested person and the organization | (c) Amount of transaction | (d) Description of transaction | (e) Sharing of organization's revenues? | |
|-------------------------------|---|---------------------------|--------------------------------|---|----|
| | | | | Yes | No |
| (1) MIKE ROGERS JR | FORMER DIRECTOR AND FAMILY MEMBER OF CURRENT DIRECTOR | 222,502 | VIDEO PRODUCTION/HOSTING | | No |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

Part V Supplemental Information

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

| Return Reference | Explanation |
|------------------|-------------|
|------------------|-------------|

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury

Name of the organization
SAFARI CLUB INTERNATIONAL

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

86-0974183

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|----------------------------|--|
| FORM 990, PART III, LINE 1 | WORLDWIDE (1) PROTECT RIGHTS OF HUNTERS - TO ADVOCATE PRESERVE AND PROTECT THE RIGHTS OF ALL HUNTERS (2) PROMOTE HUNTING - TO PROMOTE SAFE LEGAL AND ETHICAL HUNTING AND RELATED ACTIVITIES (3) ENGAGE IN ADVOCACY - WITHIN LIMITS IMPOSED BY LAW AND REGULATION TO MONITOR SUPPORT EDUCATE OR OTHERWISE TAKE POSITIONS ON LOCAL NATIONAL AND INTERNATIONAL LEGISLATIVE EXECUTIVE JUDICIAL OR ORGANIZATIONAL ENDEAVORS THAT FOSTER AND SUPPORT THESE OBJECTIVES (4) EDUCATE PUBLIC REGARDING HUNTING - TO INFORM & EDUCATE THE PUBLIC CONCERNING HUNTING & RELATED ACTIVITIES |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|-----------------------------------|--|
| FORM 990, PART III, LINE 4B | <p>HUNTING ADVOCACY THIS CATEGORY REPRESENTS THE ARM OF THE ORGANIZATION THAT ADVOCATES THE PRESERVATION OF THE HUNTING HERITAGE, HUNTERS' RIGHTS AND THE SUSTAINABLE USE OF WILDLIFE SCI IS THE ACTIVE VOICE IN PROMOTING THE ROLE OF HUNTING AS AN EFFECTIVE WILDLIFE MANAGEMENT AND CONSERVATION TOOL AND IN EDUCATING THE PUBLIC AND GOVERNMENT DECISION-MAKERS ON THESE MATTERS SCI'S ADVOCACY EFFORTS INCLUDED SEVERAL PROJECTS IN STATE NATIONAL AND INTERNATIONAL FORUMS TOWARD DEVELOPMENT OF NEW REGULATIONS, LEGISLATION AND POLICIES TO SUPPORT HUNTING ACCESS AND/OR SUSTAINABLE USE WILDLIFE MANAGEMENT AND CONSERVATION, LITIGATION TO PROTECT HUNTING RIGHTS AND OPPORTUNITIES, DEVELOPMENT OF WILDLIFE MANAGEMENT CONCEPTS THAT REPRESENT THE INTERESTS OF SPORTSMEN NATIONALLY AND INTERNATIONALLY, SCIENTIFIC AND TECHNICAL TESTIMONY BEFORE GOVERNMENT BODIES, AND ACTIVE PARTICIPATION IN STATE NATIONAL AND IN INTERNATIONAL FORUMS AND MEETINGS</p> |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|---|--|
| FORM 990, PART VI, SECTION A, LINE 2 | JAMES LEONARD AND MICHAEL LEONARD - FAMILY RELATIONSHIP MIKE ROGERS SR AND MIKE ROGERS JR - FAMILY RELATIONSHIP JEREL WOTTRICH AND STEPHANIE WOTTICH - FAMILY RELATIONSHIP ERIK A O ENGSTROM AND ANDERS N ENGSTROM - FAMILY RELATIONSHIP |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|---|---------------------------------------|
| FORM 990, PART VI, SECTION A, LINE 6 | SAFARI CLUB INTERNATIONAL HAS MEMBERS |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|--|--|
| FORM 990, PART VI, SECTION A, LINE 7A | THE MEMBERS, WHO MAY ALSO BE MEMBERS OF ONE OF THE APPROXIMATELY 200 LOCAL CHAPTERS WORLDWIDE, ELECT THEIR LOCAL CHAPTER PRESIDENT WHO BECOMES A MEMBER OF THE BOARD OF DIRECTORS OF SAFARI CLUB INTERNATIONAL |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|---|---|
| FORM 990, PART VI, SECTION B, LINE 11B | THE FORM 990 IS PREPARED BY AN OUTSIDE ACCOUNTING FIRM AND REVIEWED BY THE CFO AND CONTROLLER ONCE THE FORM 990 HAS BEEN REVIEWED NOTICE IS SENT TO EACH MEMBER OF THE ORGANIZATION'S BOARD OF DIRECTORS INVITING THEM TO REVIEW THE 990 AND SUBMIT COMMENTS OR QUESTIONS PRIOR TO FILING |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|---|---|
| FORM 990, PART VI, SECTION B, LINE 12C | IN ADDITION TO SENDING OUT AN ANNUAL QUESTIONNAIRE TO DIRECTORS AND OFFICERS TO DETERMINE CONFLICTS OF INTEREST, SAFARI CLUB INTERNATIONAL PERIODICALLY REVIEWS WHETHER COMPENSATION ARRANGEMENTS AND BENEFITS ARE REASONABLE AND ARE THE RESULT OF ARMS-LENGTH BARGAINING AND WHETHER ANY TRANSACTIONS, PARTNERSHIPS AND AGREEMENTS WITH OTHER ORGANIZATIONS OR INDIVIDUALS CONFORM TO WRITTEN POLICIES, ARE PROPERLY DOCUMENTED, REFLECT REASONABLE PAYMENTS FOR GOODS AND SERVICES, FURTHER SAFARI CLUB INTERNATIONAL'S PURPOSES AND DO NOT RESULT IN INU REMENT OR IMPERMISSIBLE PRIVATE BENEFIT |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|--|---|
| FORM 990, PART VI, SECTION B, LINE 15 | GENERALLY SAFARI CLUB INTERNATIONAL WILL BASE COMPENSATION AS CLOSE AS POSSIBLE TO THE APPROPRIATE EXTERNAL MARKETPLACE TO DO THIS, SAFARI CLUB INTERNATIONAL RELIES ON RELEVANT COMPARABILITY DATA INCLUDING, BUT NOT LIMITED TO, COMPENSATION LEVELS PAID BY SIMILAR SITUATED ORGANIZATIONS FOR FUNCTIONALLY COMPARABLE POSITIONS, THE AVAILABILITY OF SIMILAR SERVICES IN THE GEOGRAPHIC AREA, CURRENT COMPENSATION SURVEYS COMPILED BY INDEPENDENT FIRMS AND ACTUAL WRITTEN OFFERS FROM SIMILAR INSTITUTIONS COMPETING FOR THE SERVICES OF THE INDIVIDUAL WHOSE COMPENSATION IS BEING CONSIDERED THE BOARD OF DIRECTORS, THE COMPENSATION COMMITTEE OR A SIMILAR COMMITTEE COMPRISED OF MEMBERS OF THE BOARD OF DIRECTORS WILL REVIEW AND APPROVE THE COMPENSATION ARRANGEMENTS |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|--|---|
| FORM 990, PART VI, SECTION C, LINE 19 | FINANCIAL STATEMENTS, THE FORM 990, THE GOVERNING DOCUMENTS AND A COMPILATION OF SAFARI CLUB INTERNATIONAL POLICIES ARE POSTED ON SAFARI CLUB INTERNATIONAL'S WEBSITE |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|-----------------------------------|--|
| FORM 990, PART XII, LINE 2C | THE ORGANIZATION HAS NOT CHANGED ITS OVERSIGHT PROCESS FOR THE AUDIT OR ITS SELECTION PROCESS FOR THE INDEPENDENT AUDITORS DURING THE YEAR |

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
SAFARI CLUB INTERNATIONAL

Employer identification number
86-0974183

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

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

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

| (a) Name, address, and EIN of related organization | (b) Primary activity | (c) Legal domicile (state or foreign country) | (d) Exempt Code section | (e) Public charity status (if section 501(c)(3)) | (f) Direct controlling entity | (g) Section 512 (b)(13) controlled entity? | |
|--|-------------------------|--|----------------------------|---|----------------------------------|---|----|
| | | | | | | Yes | No |
| (1)SAFARI CLUB INTERNATIONAL FOUNDATION 4800 W GATES PASS RD TUCSON, AZ 85745 85-0292099 | WILDLIFE CONSERVATION | AZ | 501(C)(3) | LINE 10 | N/A | | No |
| (2)SAFARI CLUB INTERNATIONAL CANADA 440 LAURIER AVE W STE 200 OTTWA, ONTARIO K1R 7X6 CA | HUNTING ADVOCACY | CA | | | SAFARI CLUB INTERNATIONAL | | No |
| (3)SAFARI CLUB INTERNATIONAL FOUNDATION OF CANADA 132 JEROME ST RR 1 LANARK, ONTARIO K0G 1K0 CA | WILDLIFE CONSERVATION | CA | 501(C)(3) | | SAFARI CLUB INTERNATIONAL | | No |
| (4)HUNTER ACTION FUND 501 2ND ST NE WASHINGTON, DC 20002 46-1989048 | HUNTING ADVOCACY | DC | 527 | | SAFARI CLUB INTERNATIONAL | | No |
| (5)SAFARI CLUB INTERNATIONAL - PAC 4800 W GATES PASS RD TUCSON, AZ 85745 41-1771039 | HUNTING ADVOCACY | AZ | 527 | | SAFARI CLUB INTERNATIONAL | | 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

Yes

1e

No

1f

No

1g

No

1h

No

1i

No

1j

No

1k

Yes

1l

No

1m

No

1n

No

1o

Yes

1p

Yes

1q

Yes

1r

Yes

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 |
|------------------|-------------|
| | |