Return of Organization Exempt From Income Tax

DLN: 93493311012760 OMB No. 1545-0047

2019

Department of the Treasury

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public.

► Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

		nue Service	<u> </u>					
			alendar year, or tax year be C Name of organization	eginning 01-01-2019 , and ending	g 12-31-2019	D.F.		
		pplicable: change	Minnesota Broadcasters Associa	ition		D Employer	laentiii	cation number
	me ch	-				41-0918:	127	
	tial ret	-	Doing business as					
		n/terminated	N 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	· · · · · · · · · · · · · · · · · · ·		E Telephone	number	
		l return on pending	408 St Peter St No 423	if mail is not delivered to street address)	Room/suite	(612) 92		
— лр	piicatio	on pending	City or town, state or province.	country, and ZIP or foreign postal code		(012) 92	3-0123	
			St Paul, MN 55102	country, and 21 or loreign poster code		G Gross rece	ainte ¢ 52	14 445
			F Name and address of prin	icinal officer:	H(a)			
			Mary Niemeyer	ielpai omeen	n(a)	Is this a group retu subordinates?	irn tor	□Yes ☑ No
			408 St Peter St No 423 St Paul, MN 55102		н(ь)	Are all subordinate	S	
T Ta:	x-exen	npt status:	<u> </u>			included?		☐ Yes ☐No
		·	,) ◄ (insert no.)		If "No," attach a lis	•	•
J W	ebsit	e:▶ min	nesotabroadcasters.com		"(c)	Group exemption r	umber	•
V 5			✓ Corporation ☐ Trust ☐	Association D other b	L Year o	of formation: 1949	 M State α	of legal domicile:
K Forr	n or or	ganization:	Corporation L Trust L	Association			MN	J
Pa	art I	Sumi	nary					
				on or most significant activities:				
				or the broadcast industry, to influence members in continuing industry educa				
Ce	I .	ractices.	ne for its members, assist its	members in continuing madality educa	ation, legal supp	ore services, and s		public with best
Tet	-							
le.								
Governance	,	Check thi	s box • if the organization	n discontinued its operations or dispos	sed of more tha	n 25% of its net as:	sets.	
				erning body (Part VI, line 1a)			з	16
Activities &	4	Number o	of independent voting member	rs of the governing body (Part VI, line	1b)		4	16
₹	5	Total num	ber of individuals employed i	n calendar year 2019 (Part V, line 2a)			5	
Act	6	Total num	ber of volunteers (estimate if	necessary)			6	15
	7a	Total unre	elated business revenue from	Part VIII, column (C), line 12			7a	
	ь	Net unrel	ated business taxable income	from Form 990-T, line 39			7b	
						Prior Year	\top	Current Year
0.	8	Contribut	ions and grants (Part VIII, line	1h)			0	-
Ravenue	9	Program :	service revenue (Part VIII, line	2g)		546,99	9 0	522,73
Àč	10	Investme	nt income (Part VIII, column (3	35	1,71	
ш.	11	Other rev	enue (Part VIII, column (A), lii	nes 5, 6d, 8c, 9c, 10c, and 11e)			0	
	12	Total reve	enue—add lines 8 through 11	(must equal Part VIII, column (A), line	: 12)	547,02	25	524,44
	13	Grants ar	d similar amounts paid (Part	X, column (A), lines 1–3)			0	2,000
	14	Benefits p	oaid to or for members (Part I)	X, column (A), line 4)			0	
SS.	15	Salaries,	other compensation, employe	e benefits (Part IX, column (A), lines 5	5-10)	23,56	59	221,15
Expenses	16a	Professio	nal fundraising fees (Part IX, o	column (A), line 11e)			0	
e d	ь	Total fundr	aising expenses (Part IX, column	(D), line 25) ▶0				
ũ	17	Other exp	enses (Part IX, column (A), li	nes 11a–11d, 11f–24e)		459,21	.2	256,570
	18	Total exp	enses. Add lines 13–17 (must	equal Part IX, column (A), line 25)		482,78	31	479,728
	19	Revenue	less expenses. Subtract line 1	8 from line 12		64,24	14	44,71
<u>৯</u>					Begi	inning of Current Ye	ar	End of Year
Net Assets or Fund Balances	_							
Ba	l		ets (Part X, line 16)			106,84	_	151,49!
₹ 2	l		lities (Part X, line 26)				52	
Zű	22		s or fund balances. Subtract l	ine 21 from line 20		106,77	'8	151,49
	rt II		ature Block					*h = h = * * * * * * * * * * * * * * * *
				xamined this return, including accomp lete. Declaration of preparer (other th				
any k	nowle	edge.		· · · ·				
		******				2020-11-02		
Sign		Signatu	ire of officer			Date		
Here		Wondy	Paulson Procident					
			Paulson President print name and title					
		' Pi	rint/Type preparer's name	Preparer's signature	Date		IN	
Paid	1		•• •		2020-11-0		0149860	
Pre		er Fi	rm's name Pinnacle Tax Solut	cions LLC	1	Firm's EIN ► 83-0	664481	
Use		n. ⊢	rmle address • 7000 5 11 1	May Cuita 225				
J J G	JII	۰۶ ۱	rm's address ► 7650 Edinborough	way Suite 225		Phone no. (952) 89	13-1100	
			Edina, MN 55435					
May t	he IR	S discuss	this return with the preparer	shown above? (see instructions) .			✓ Y	es 🗌 No

Form	990 (2	019)					Page 2
Pa	irt III	Statement of Pro	gram Service Accomplisi	nments			
		Check if Schedule O c	ontains a response or note to a	ny line in this Part III .			. 🗸
1	Briefly	describe the organizat	tion's mission:				
					and create a favorable legislative a oport services, and serve the public		actices.
2	Did th	e organization underta	ke any significant program serv	rices during the year whic	h were not listed on		
	the pr	ior Form 990 or 990-E2	2?			☐ Yes 🖸	∐ No
	If "Yes	s," describe these new	services on Schedule O.				
3	Did th	s, any program		_			
	servic	es?				☐ Yes	✓ No
	If "Yes						
4	Sectio	n 501(c)(3) and 501(c)		to report the amount of g	gest program services, as measure rants and allocations to others, the		es.
4a	(Code:)(Expenses \$	including grants of \$) (Revenue \$)	
	See Ad	ditional Data					
4b	(Code:) (Iditional Data	Expenses \$	including grants of \$) (Revenue \$)	
4c	(Code:)(Expenses \$	including grants of \$) (Revenue \$)	
4d	Other	program services (Des	cribe in Schedule O.)				
	(Expe	nses \$	including grants of	\$) (Revenue \$)	
4e	Total	program service exp	oenses ▶				

16

17

18

19

No

Nο

Nο

Nο

Nο

Nο

Nο

Form **990** (2019)

15

16

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18

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20a

20b

21

Pai	TIV Checklist of Required Schedules			
	·		Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1		No
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2		No
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		No
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	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? <i>If "Yes," complete Schedule D,</i> Part	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? <i>If "Yes," complete Schedule D, Part II</i>	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III </i>	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? <i>If "Yes," complete Schedule D, Part V</i>	10		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, VIII, IX, or X as applicable.			
	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.	11a		No
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		No
C	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>	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? <i>If "Yes," complete Schedule D, Part IX</i>	11d		No
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		No
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		No

Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any

Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to

Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,

Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII,

Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"

Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic

foreign organization? If "Yes," complete Schedule F, Parts II and IV

column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I(see instructions)

lines 1c and 8a? If "Yes," complete Schedule G, Part II

b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?

government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II

or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV . . .

	990 (2019)			Pag
ar	Checklist of Required Schedules (continued)		12	
			Yes	No
	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
	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	
	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a		N
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
	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		
	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		
	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		
	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		N
	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L,</i> Part III	27		N
	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 current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a		l N
	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		N
	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV	28c		N
	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		N
	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		N
	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		N
	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		N
	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		N
	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and	34		N
	Part V, line 1			
	Part V, line 1	35a		N
		35a 35b		N
	Did the organization have a controlled entity within the meaning of section 512(b)(13)? If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity			N
	Did the organization have a controlled entity within the meaning of section 512(b)(13)? If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related	35b		N

1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable .

b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable .

8

1a

1b

Yes

No

Par	Statements Regarding Other IRS Filings and Tax Compliance (continued)			
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	2		
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	
За	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		No
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b		
	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No
D	If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
С	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c		
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
	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		
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		
	If "Yes," indicate the number of Forms 8282 filed during the year			
	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
	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		
9	Sponsoring organizations maintaining donor advised funds.			
а	Did the sponsoring organization make any taxable distributions under section 4966?	9 a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter:			
_	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: Gross income from members or shareholders			
a b	Gross income from other sources (Do not net amounts due or paid to other sources			
	against amounts due or received from them.)			
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	1		
а	Is the organization licensed to issue qualified health plans in more than one state?	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			
	Enter the amount of reserves on hand]		
	Did the organization receive any payments for indoor tanning services during the tax year?	14a		No
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b		
	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?	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

Pa	Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No 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	•	nse to i	ines
Se	ction A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 1a 16			
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent 1b 16			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? .	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	5		No
6	Did the organization have members or stockholders?	6	Yes	
	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	Yes	
	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		No
	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		, l	
	The governing body?	8a	Yes	
	Each committee with authority to act on behalf of the governing body?	8b		No
9	organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No
Se	ection B. Policies (This Section B requests information about policies not required by the Internal Revenue	: Code		NI.
	Did the every intim have lead showton burnshes as affiliated?	10-	Yes	No
	Did the organization have local chapters, branches, or affiliates? If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,	10a		No
	and branches to ensure their operations are consistent with the organization's exempt purposes? Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the	10b		
	form?	11a	Yes	
	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
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?			
	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
16-	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		
Se	ection C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed▶			
18	Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.			
	Own website Another's website 🗹 Upon request 🗆 Other (explain in Schedule O)			
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.			
20	State the name, address, and telephone number of the person who possesses the organization's books and records: • Russell F Nelson CPA 408 St Peter St 423 St Paul, MN 55102 (952) 893-1100			
		F	orm 99 6	0 (2019

Part VII

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

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

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

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

- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's current key employees, if any. See instructions for definition of "key employee." 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
 - List the organization's five current highest compensated employees (other than an officer, director, trustee or key employee)
- 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.

organization, more than \$10,000 of reportable conservations for the order in which to list the			orgar	izat	ion :	and ar	ny re	elated organizations	5.		
Check this box if neither the organization no			tion c	omp	ens	ated a	iny c	current officer, dire	ctor, or trustee.		
(A) Name and title	(B) Average hours per week (list any hours for related	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-	(E) Reportable compensation from related organizations (W-2/1099-	(F) Estimated amount of other compensation from the organization and	
	organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	MISC)	MISC)	related organizations	
(1) Mary Niemeyer	4.00	1							0		
Chair		×		Х				0	0	0	
(2) David Harbert Immediate Past Chair	1.00	х		х				0	0	0	
(3) Greg Borgen Director	1.00	х						0	0	0	
(4) Rosanne Rybak Director	1.00	x						0	0	0	
(5) Shannon Knoepke Director	1.00	х						0	0	0	
(6) Chris Fee Vice Chair	1.00	х		х				0	0	0	
(7) Mike Durkin Director	1.00	х						0	0	0	
(8) Joe Johnston Director	1.00	х						0	0	0	
(9) Mark Ricci Director	1.00	х						0	0	0	
(10) Bob Leighton Director	1.00	x						0	0	0	
(11) Todd Wentworth Director	1.00	x						0	0	0	
(12) Jeff Hilborn	1.00										
Director		×						0	0	0	
(13) Jim Birkemeyer Director	1.00	x						0	0	0	
(14) Maynard Meyer Secretary/Treasurer	1.00	х		х				0	0	0	
(15) Jeremiah Jacobsen Director	1.00	х						0	0	0	
(16) Wendy Paulson President	40.00			х				127,670	0	26,460	
		t	1	 	 		 				

Part VII

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

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

Page 8

	(A) Name and title	(B) Average hours per week (list any lates	than c	ne b	ox, ι n of	t ch unle: ficer	and a	son	(D) Reportable compensation from the organization (W-2/1099- (E) Reportable compensatio from relate organization (W-2/1099-			n amount of o compensa s from th		ated f other sation the
		for related organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	MIS		(W-2/1099- MISC)		relat organiza	ed
												+		
c	Total from continuation sheets to P	•				•	>			7.670		0		26.460
2	Total (add lines 1b and 1c) Total number of individuals (including of reportable compensation from the		to thos				▶ e) who	rece		7,670 than \$10	00,000	<u> </u>		26,460
													Yes	No
3	Did the organization list any former line 1a? <i>If "Yes," complete Schedule</i> .											3		No
4	For any individual listed on line 1a, is organization and related organization										the			
	individual			٠	٠	٠						4	Yes	
5	Did any person listed on line 1a recei services rendered to the organization											5		No
S	ection B. Independent Contract											'		
1	Complete this table for your five high from the organization. Report compe											mpens	sation	
	· · · · · · · · · · · · · · · · · · ·	(A) and business addre									(B) iption of services		(C Comper	

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 \blacktriangleright 0

orm 9- Part		(2019) Statement	of E	Pevenue						Page 9
ran	VIII				respo	onse or note to any	/ line in this Part VIII			🗆
							(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
, s	1	a Federated campa	aigns		1 a		L	revende		312 314
Contributions, Gifts, Grants and Other Similar Amounts		b Membership due:	s.	. [1 b					
Gr Jane		c Fundraising even		L	1c					
Sifts Iar /		d Related organiza			1d	<u> </u>				
ıs, (imi		e Government grantsf All other contribution		Ļ	1e					
itior er S		and similar amounts above	s not	included	1f					
Contributions, Gifts, Grants and Other Similar Amounts		g Noncash contribution lines 1a - 1f:\$	ns in	cluded in	1.0					
ont		h Total. Add lines	1a-1		1 g	•				
<u> </u>		Trocuit / total / total				Business Code		T		<u> </u>
	2a	NCSA Revenue				900099	349,667	349,667		
же	١.	Manahamahin Duan				- 300033	143,067	143,067		
ever	b	Membership Dues				515100		·		
се В	c	Annual Meeting				900099	29,349	29,349		
Program Service Revenue	d	ABIP Inspection				900099	650	650		
am S						- 300033				
rogr	€	•								
۵	f	All other program	serv	ice revenue.						
	g	Total. Add lines 2	2a-2	f	•	522,733	l			
	3	Investment income similar amounts) .	(inc	luding divide			1,71	2		1,712
	ı	Income from invest				-				
	5	Royalties				1	•			
				(i) Rea	ıl	(ii) Personal				
	6a	Gross rents	6a							
	b	Less: rental expenses	6b							
	С	Rental income	_							
	١,	or (loss) d Net rental income	6c	(loss)			_			
		- recrement meeting		(i) Securi		(ii) Other				
	7 <i>a</i>	Gross amount	7a							
		assets other than inventory								
	b	Less: cost or	7b							
		other basis and sales expenses								
	С	Gain or (loss)	7c							
		d Net gain or (loss)								
ne	8a	Gross income from fu (not including \$		of						
ven		contributions reporte See Part IV, line 18			8a					
Other Revenue	ŀ	b Less: direct expen	ses		8b					
her	١	c Net income or (los	ss) fr	om fundrais	ing ev	ents				
	9a	Gross income from	gami	ing activities.						
		See Part IV, line 19			9a					
	ı	b Less: direct expen c Net income or (los			9b activit	iec .				
	`	o wee meanie or (los	3) 11	om gaming		les >	1			
	10	aGross sales of inver returns and allowa	entor	ry, less	10a					
	ı	b Less: cost of good			10a					
	l	C Net income or (los			invent	cory ►				
	11	Miscellaneo	us R	evenue		Business Code				
	11	Lu								
	ŀ									
	l	All other revenue								
		e Total. Add lines 1								
	12	2 Total revenue. S	ee ir	nstructions	•		524,44	5 522,733		0 1,712

	art IX Statement of Functional Expenses				Page 10
۲	art IX Statement of Functional Expenses Section 501(c)(3) and 501(c)(4) organizations must c	omplete all columns.	All other organizati	ons must complete col	umn (A).
	Check if Schedule O contains a response or note to an		=		
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	2,000			
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, lines 15 and 16.				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	127,670			
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	43,584			
	Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	5,269			
9	Other employee benefits	31,486			
10	Payroll taxes	13,143			
11	Fees for services (non-employees):				
ā	a Management				
ı	Legal	20,242			
	Accounting	47,287			
	Lobbying	34,506			_
	e Professional fundraising services. See Part IV, line 17				_
	Investment management fees				
	g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)				
12	Advertising and promotion				
13	Office expenses	2,629			
	Information technology	11,489			
	Royalties				
	Occupancy	33,777			
	Travel				
	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	54,512			
20	Interest	398			
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				
	Insurance	3,984			
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 Member Services	21,227			
	b Professional Services	20,843			
	c Telephone	3,965			
	d Proxy Tax	1,021			
	e All other expenses	696			_
25	Total functional expenses. Add lines 1 through 24e	479,728			
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				
	Check here ▶ ☐ if following SOP 98-2 (ASC 958-720).				

Form 990 (2019)

16

17

18

19

20

21

27

28

30

31

32

33

ō 29

Assets

Liabilities 22 106,840

16

17 18

19

20

21

22

27

28

30

31

32

33

0 29

0

106.778

106,778

106,840

Page 11

146,481

151,495

0

0

151.495

151,495

151,495

Form 990 (2019)

Check	if	Schedule

	(A) Beginning of year		(B) End of year
Cash–non-interest-bearing	100,658	1	
Savings and temporary cash investments		2	
Pledges and grants receivable, net		3	

_	Savings and temporary cash investments 1 1 1 1 1 1 1 1 1	_	
3	Pledges and grants receivable, net	3	
4	Accounts receivable, net	4	
5	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	5	
6	Loans and other receivables from other disqualified persons (as defined under section $4958(f)(1)$), and persons described in section $4958(c)(3)(B)$.	6	
 7	Notes and loans receivable net	7	

O contains a response or note to any line in this Part IX .

Total assets. Add lines 1 through 15 (must equal line 34)

Escrow or custodial account liability. Complete Part IV of Schedule D

Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity

Organizations that do not follow FASB ASC 958, check here 🕨 🗹 and

Paid-in or capital surplus, or land, building or equipment fund . . .

Retained earnings, endowment, accumulated income, or other funds

Accounts payable and accrued expenses

Net assets without donor restrictions

Net assets with donor restrictions

complete lines 29 through 33.

Total net assets or fund balances

Capital stock or trust principal, or current funds

Total liabilities and net assets/fund balances

or family member of any of these persons . . .

Grants payable .

Deferred revenue . .

Tax-exempt bond liabilities

Assets Inventories for sale or use . Prepaid expenses and deferred charges . 907 9 10a Land, buildings, and equipment: cost or other 10a

basis. Complete Part VI of Schedule D 10b 10c b Less: accumulated depreciation 11 Investments—publicly traded securities . 5,014 11 5,014 12 Investments—other securities. See Part IV, line 11 . 12 13 13 Investments—program-related. See Part IV, line 11 14 14 Intangible assets . 15 261 15 Other assets. See Part IV, line 11 .

23 23 Secured mortgages and notes payable to unrelated third parties 24 Unsecured notes and loans payable to unrelated third parties 24 62 25 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 26 Total liabilities. Add lines 17 through 25 . . 26 Fund Balances Organizations that follow FASB ASC 958, check here ▶ complete lines 27, 28, 32, and 33.

Form	990 (2019)				Page 12
Pa	Reconcilliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI				
1	Total revenue (must equal Part VIII, column (A), line 12)	1			524,445
2	Total expenses (must equal Part IX, column (A), line 25)	2			479,728
3	Revenue less expenses. Subtract line 2 from line 1	3			44,717
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4			106,778
5	Net unrealized gains (losses) on investments	5			
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain in Schedule O)	9			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			151,495
Pa	rt XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				✓
	· · · · · · · · · · · · · · · · · · ·			Yes	No
1	Accounting method used to prepare the Form 990:				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a	Yes	
	If `Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed separate basis, consolidated basis, or both:	on a			
	☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis				
b	Were the organization's financial statements audited by an independent accountant?		2b		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate consolidated basis, or both:	basis,			
	☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis				
С	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?		2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Sche	dule O.			
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Sin Audit Act and OMB Circular A-133?	ngle	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the requi audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	ired	3b		

Additional Data

Software ID:

NCSA information announcement programs - this long-standing effort allows broadcasters to air statewide coverage of important informational announcements which benefit

Software Version:

EIN: 41-0918127

Name: Minnesota Broadcasters Association

Form 990 (2019)

Form 990, Part III, Line 4a:

the public and encourage broadcasters to promote local community responsibility.

The Association coordinates and hosts an annual convention that presents information concerning developments in the broadcast industry and other topics of interest to

Form 990, Part III, Line 4b:

broadcasters and legislators.

Political Campaign and Lobbying Activities

OMB No. 1545-0047

DLN: 93493311012760

Employer identification number

41-0918127

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Name of the organization

Minnesota Broadcasters Association

EZ)

5

SCHEDULE C (Form 990 or 990-

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.

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.

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

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.

_	"political campaign activities")	mzacion's direct and munect pondear car	ilpaigil activities ili	rait IV (see ilistructions i	or definition of	
2	Political campaign activity expend	ditures (see instructions)		>	\$	
3	Volunteer hours for political camp	paign activities (see instructions)				
Par		nization is exempt under sectio				
1	Enter the amount of any excise to	ax incurred by the organization under se	ection 4955		\$	
2	Enter the amount of any excise to	ax incurred by organization managers u	nder section 4955	>	\$	
3	If the organization incurred a sec	tion 4955 tax, did it file Form 4720 for t	:his year?		☐ Yes	□ No
4a	Was a correction made?				☐ Yes	□ No
	If "Yes," describe in Part IV.					
Par	t I-C Complete if the orga	nization is exempt under section	n 501(c), exce	pt section 501(c)(3)	•	
1	Enter the amount directly expend	led by the filing organization for section	527 exempt funct	ion activities 🕨	\$	
2		ganization's funds contributed to other o	-		\$	
3	Total exempt function expenditur	es. Add lines 1 and 2. Enter here and or	n Form 1120-POL,	line 17b ▶	\$	
4	Did the filing organization file Fo	rm 1120-POL for this year?			☐ Yes	□ No
5	organization made payments. For of political contributions received	employer identification number (EIN) of r each organization listed, enter the amo that were promptly and directly deliver ee (PAC). If additional space is needed,	ount paid from the ed to a separate p	filing organization's funds. olitical organization, such a	. Also enter the	
	(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0	(e) Amount contribution and prom directly deli separate organization enter	s received ptly and vered to a political n. If none,
1						
,						

activity.

Part IV

Return Reference

1

(b)

Amount

(a)

Yes | No

4

c						
·	Media advertisements?			1		
d	Mailings to members, legislators, or the public?					
е	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			1		
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?					
Par	t III-A Complete if the organization is exempt under section 501(c)(4), section 501(c) 501(c)(6).	(5), o	r sect	ion		
					Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?		ſ	1		No
1 2	Were substantially all (90% or more) dues received nondeductible by members?		F	2		No No
	, , ,		[
2 3 Par	Did the organization make only in-house lobbying expenditures of \$2,000 or less?	(5), o	r sect	2 3 ion !		No No)(6)
2 3	Did the organization make only in-house lobbying expenditures of \$2,000 or less?	 (5), o	r sect	2 3 ion !		No No
2 3 Par	Did the organization make only in-house lobbying expenditures of \$2,000 or less? Did the organization agree to carry over lobbying and political expenditures from the prior year? EIII-B Complete if the organization is exempt under section 501(c)(4), section 501(c) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).	(5), q III-A	r sect	2 3 ion !	1	No No)(6)
2 3 Par 1 2	Did the organization make only in-house lobbying expenditures of \$2,000 or less? Did the organization agree to carry over lobbying and political expenditures from the prior year? LIII-B Complete if the organization is exempt under section 501(c)(4), section 501(c) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). Current year	(5), o III-A 1	r sect	2 3 ion !	1	No No)(6)
2 3 Par 1 2	Did the organization make only in-house lobbying expenditures of \$2,000 or less? Did the organization agree to carry over lobbying and political expenditures from the prior year? LIII-B Complete if the organization is exempt under section 501(c)(4), section 501(c) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). Current year Carryover from last year	(5), o III-A 1 2a 2b	r sect	2 3 ion !	1	No No)(6) 43,067
2 3 Par 1 2 a b	Did the organization make only in-house lobbying expenditures of \$2,000 or less? Did the organization agree to carry over lobbying and political expenditures from the prior year? TIII-B Complete if the organization is exempt under section 501(c)(4), section 501(c) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). Current year Carryover from last year Total	(5), o III-A 1 2a 2b 2c	r sect	2 3 ion !	1	No No)(6) .43,067 .34,506
2 3 Par 1 2	Did the organization make only in-house lobbying expenditures of \$2,000 or less? Did the organization agree to carry over lobbying and political expenditures from the prior year? LIII-B Complete if the organization is exempt under section 501(c)(4), section 501(c) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part answered "Yes." Dues, assessments and similar amounts from members Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). Current year Carryover from last year	(5), o III-A 1 2a 2b	r sect	2 3 ion !	1	No No)(6) 43,067

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

Explanation

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

Volunteers?

During the year, did the filing organization attempt to influence foreign, national, state or local legislation,

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

including any attempt to influence public opinion on a legislative matter or referendum, through the use of:

expenditure next year?

Taxable amount of lobbying and political expenditures (see instructions)

instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Supplemental Information

efil	e GRAPHIC pr	int - DO NOT PROCESS	As Filed Data	a -	DLN: 93	49331	1012	760		
Sch	nedule J	Compensation Information					OMB No. 1545-0047			
(For	m 990)	For certain Officers, Directors, Trustees, Key Employees, and Highest								
		Compensated Employees ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23. ▶ Attach to Form 990.					2019			
Depar	tment of the Treasury	mation.	Open to Public							
Intern	al Revenue Service					Insp	ectio	n		
	me of the organiza nesota Broadcasters				Employer identifica	ition nu	ımber			
Da	et I Ougstie	one Bogording Componer	tion		41-0918127					
Pa	rt I Questi	ons Regarding Compensa	tion				Yes	No		
1a				the following to or for a person liste y relevant information regarding the						
	First-class	s or charter travel		Housing allowance or residence for	personal use					
	_	companions	닏	Payments for business use of perso						
		nification and gross-up payment:	s L	Health or social club dues or initiati						
	☐ Discretion	ary spending account	Ц	Personal services (e.g., maid, chau	teur, chet)					
b				follow a written policy regarding pay ve? If "No," complete Part III to expl		1b				
2			on require substantiation prior to reimbursing or allowing expenses incurred by all s, officers, including the CEO/Executive Director, regarding the items checked on Line			2				
	directors, truste	es, officers, including the CEO/E	xecutive Director	r, regarding the items checked on Lir	ie la?					
3				d to establish the compensation of t	ne					
				not check any boxes for methods CEO/Executive Director, but explain	n Part III.					
	Compensa	ation committee	✓	Written employment contract						
	☐ Independe	ent compensation consultant		Compensation survey or study						
	☐ Form 990	of other organizations	\checkmark	Approval by the board or compensa	tion committee					
4	During the year related organiza		990, Part VII, Se	ction A, line 1a, with respect to the f	iling organization or a					
а	Receive a sever	ance payment or change-of-cont	trol payment? .			4a		No		
b		· ·		ified retirement plan?		4b		No		
C				nsation arrangement?		4c		No		
	If "Yes" to any o	of lines 4a-c, list the persons and	d provide the app	licable amounts for each item in Par	t III.					
	Only 501(c)(3), 501(c)(4), and 501(c)(29)	organizations	must complete lines 5-9						
5			_	the organization pay or accrue any						
		ontingent on the revenues of:		, , , , ,						
а	The organization	1?				5a				
b				$\bullet = \bullet = \bullet$		5b				
	,	5a or 5b, describe in Part III.								
6		ed on Form 990, Part VII, Sectio ontingent on the net earnings of		the organization pay or accrue any						
а	The organization	1?				6a				
b						6b				
-	•	6a or 6b, describe in Part III.		alle a consentration of the Co	J					
7	payments not d	ed on Form 990, Part VII, Section escribed in lines 5 and 6? If "Yes	n A, line 1a, did l s," describe in Pa	the organization provide any nonfixe rt III	a 	7				
8	subject to the ir	nitial contract exception describe	d in Regulations	red pursuant to a contract that was section 53.4958-4(a)(3)? If "Yes," d		8		_ _		
9				presumption procedure described in		9				
For F	Paperwork Redu	iction Act Notice, see the Ins	tructions for Fo	orm 990. Cat. No. 5	50053T Schedule	l (Forn	1 990)	2019		

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 colu	ımns (B))(i)-(iii) for each listed in	ndividual must equal the to	otal amount of Form 990	, Part VII, Section A, line	1a, applicable column (D) and (E) amounts for tha	t individual.
(A) Name and Title		(B) Breakdown (i) Base compensation	n of W-2 and/or 1099-MIS (ii) Bonus & incentive compensation	C compensation (iii) Other reportable 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
1 Wendy Paulson President	(i)	122,670	5,000	0	3,830	22,630	154,130	0
	(ii)	0	0	0	0	0	0	0
							Schedule	J (Form 990) 2019



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Department of the T	reasury	► Go to <u>и</u>	► Attach to Form www.irs.gov/Form9	•	Open to Public Inspection	
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990 Schedul	e O, Suppl	lemental Informatio	n			
Return Reference				Explanation		
Form 990, Part VI, Section A, line 6						

Return Explanation
Reference

line 7a

Form 990,
Part VI,
Section A.

General members have voting privileges on board members elected at the annual meeting.

Return Explanation
Reference

Form 990,
Part VI,
Section A,
line 8b

Return Explanation
Reference

Form 990,
Part VI,
Section B,
line 11b

Return Explanation
Reference

line 12c

Form 990,
Part VI,
Section B.

The board members review and discuss the conflict of interest policy annually.

Return Explanation
Reference

line 15

Form 990,
Part VI,
Section B.

The board reviews compensation for reasonableness and is determined by board approval.

Return Explanation
Reference

line 19

Form 990,
Part VI,
Section C,

Return Explanation

Reference
Form 990,
Part XII, Line
The finance committee reviews the financial statements and monitors the financial activity of the organization.