

Form **990**
(Rev January 2020)
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
► Do not enter social security numbers on this form as it may be made public.
► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2019
Open to Public
Inspection

A For the 2019 calendar year, or tax year beginning **JUL 1, 2019** and ending **JUN 30, 2020**

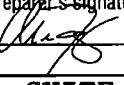
B	<input checked="" type="checkbox"/> Check if applicable	C Name of organization DISTRIBUTIVE EDUCATION CLUBS OF AMERICA, INC. GROUP RETURN	D Employer identification number 23-7079474
<input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending		Doing business as DECA INC.	E Telephone number (703) 860-5000
		Number and street (or P.O. box if mail is not delivered to street address) 1908 ASSOCIATION DRIVE	Room/suite
		City or town, state or province, country, and ZIP or foreign postal code RESTON, VA 20191	
		F Name and address of principal officer FRANK PETERSON SAME AS C ABOVE	G Gross receipts \$ 18,113,150.
		I Tax-exempt status <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527	H(a) Is this a group return for subordinates? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
		J Website: ► WWW.DECA.ORG	H(b) Are all subordinates included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If "No," attach a list (see instructions)
		K Form of organization: <input type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input checked="" type="checkbox"/> Other ►	H(c) Group exemption number ► 1151
		L Year of formation:	M State of legal domicile:

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities DECA PREPARES EMERGING LEADERS AND ENTREPRENEURS IN MARKETING, FINANCE, HOSPITALITY AND MANAGEMENT.		
	2 Check this box ► <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3 Number of voting members of the governing body (Part VI, line 1a)	3 502	
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4 500	
	5 Total number of individuals employed in calendar year 2019 (Part V, line 2a)	5 14	
	6 Total number of volunteers (estimate if necessary)	6 10746	
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a 0.	
b Net unrelated business taxable income from Form 990-T, line 39	7b 0.		
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 1,508,275.	Current Year 1,298,823.
	9 Program service revenue (Part VIII, line 2g)	27,086,628.	16,604,139.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	152,871.	79,899.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	164,861.	130,289.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	28,912,635.	18,113,150.
	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	507,841.	448,837.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
Expenses	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	696,010.	842,697.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25) ► 54,603.		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	24,148,127.	16,657,286.
	18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) RECEIVED	25,351,978.	17,948,820.
	19 Revenue less expenses Subtract line 18 from line 12	3,560,657.	164,330.
	20 Total assets (Part X, line 16)	Beginning of Current Year 13,685,567.	End of Year 11,631,855.
21 Total liabilities (Part X, line 26)	0.	0.	
22 Net assets or fund balances Subtract line 21 from line 20 DECEMBER 31, 2019	13,685,567.	11,631,855.	

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Frank Peterson	Date 11/10/2020
	Signature of officer	Date
	FRANK PETERSON, EXECUTIVE DIRECTOR	
	Type or print name and title	
Paid	Print/Type preparer's name AARON M. FOX	Preparer's signature 
	Date 11/09/20	Check <input type="checkbox"/> if self-employed PTIN P01365820
Preparer	Firm's name ► MARCUS LLP	Firm's EIN ► 11-1986323
Use Only	Firm's address ► 1899 L STREET, NW, SUITE 850 WASHINGTON, DC 20036	Phone no. (202) 227-4000

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

 Yes No

932001 01-20-20 LHA For Paperwork Reduction Act Notice, see the separate instructions.

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Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission

**DECA PREPARES EMERGING LEADERS AND ENTREPRENEURS IN MARKETING,
FINANCE, HOSPITALITY AND MANAGEMENT.**

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

If "Yes," describe these new services on Schedule Q.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

If "Yes," describe these changes on Schedule Q.

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 \$ 15,615,947. including grants of \$ 448,837.) (Revenue \$ 16,604,139.)
APPROXIMATELY 13,400 STUDENTS PARTICIPATED IN SKILLS CONTESTS RELATED
TO THEIR INDIVIDUAL CAREER GOALS IN MARKETING AND MANAGEMENT.
SCHOLARSHIP, CASH AND RECOGNITIONS ARE PROVIDED FOR ACCOMPLISHMENTS
RELATED TO WORKPLACE AND SCHOOL-BASED LEARNING.

DECA PROVIDES SPECIFIC PROGRAMS FOR THE CLASSROOM TEACHER TO USE IN STUDENT DEVELOPMENT AND ACHIEVEMENT. THE PRINCIPLES GUIDING THE ASSOCIATION'S PROGRAMS ARE CURRICULUM RELATED CAREER SKILLS, WORKPLACE EXPERIENCES, COMMUNITY SERVICE AND THE DEVELOPMENT OF BUSINESS LEADERSHIP CAPABILITIES.

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

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

4d Other program services (Describe on Schedule O.)

4e Total program service expenses ► 15,615,947.

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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)? <i>If "Yes," complete Schedule A</i>	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	2 X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	3 X	
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 X	
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? <i>If "Yes," complete Schedule C, Part III</i>	5 X	
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, Part I</i>	6 X	
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 X	
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 X	
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? <i>If "Yes," complete Schedule D, Part IV</i>	9 X	
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	10 X	
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? <i>If "Yes," complete Schedule D, Part VI</i>	11a X	
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? <i>If "Yes," complete Schedule D, Part VII</i>	11b X	
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 X	
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 X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	11e X	
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)? <i>If "Yes," complete Schedule D, Part X</i>	11f X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	12a X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	12b X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13 X	
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a X	
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? <i>If "Yes," complete Schedule F, Parts I and IV</i>	14b X	
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? <i>If "Yes," complete Schedule F, Parts II and IV</i>	15 X	
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? <i>If "Yes," complete Schedule F, Parts III and IV</i>	16 X	
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? <i>If "Yes," complete Schedule G, Part I</i>	17 X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18 X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	19 X	
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a X	
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? <i>If "Yes," complete Schedule I, Parts I and II</i>	21 X	

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Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K If "No," go to line 25a	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a	X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b	X
26 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	X
27 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? If "Yes," complete Schedule L, Part III	27	X
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, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	X
b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	X
c 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	X
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32	X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33	X
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36	X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37	X
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	X

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

	1a	111	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	111		
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	X

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Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

	Yes	No
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	14
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <i>Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)</i>	2b	<input checked="" type="checkbox"/>
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	<input checked="" type="checkbox"/>
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b	
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	<input checked="" type="checkbox"/>
b If "Yes," enter the name of the foreign country ► <i>See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)</i>	5a	
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	<input checked="" type="checkbox"/>
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	<input checked="" type="checkbox"/>
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	<input checked="" type="checkbox"/>
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).	7a	<input checked="" type="checkbox"/>
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?	7b	
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7c	<input checked="" type="checkbox"/>
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7d	
d If "Yes," indicate the number of Forms 8282 filed during the year	7e	
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7f	
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7g	
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7h	
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	8	
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?	9a	
9 Sponsoring organizations maintaining donor advised funds.	9b	
a Did the sponsoring organization make any taxable distributions under section 4966?	10a	
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	10b	
10 Section 501(c)(7) organizations. Enter	11a	
a Initiation fees and capital contributions included on Part VIII, line 12	11b	
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	12a	
11 Section 501(c)(12) organizations. Enter	12b	
a Gross income from members or shareholders	13a	
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	13b	
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	13c	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	14a	<input checked="" type="checkbox"/>
13 Section 501(c)(29) qualified nonprofit health insurance issuers.	14b	
a Is the organization licensed to issue qualified health plans in more than one state?	15	
<i>Note: See the instructions for additional information the organization must report on Schedule O</i>	16	
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	16	<input checked="" type="checkbox"/>
c Enter the amount of reserves on hand	17	
14a Did the organization receive any payments for indoor tanning services during the tax year?	18	
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	19	
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?	20	
<i>If "Yes," see instructions and file Form 4720, Schedule N</i>	21	
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	22	
<i>If "Yes," complete Form 4720, Schedule O.</i>	23	

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Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on 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 on Schedule O.	1a 502	
1b Enter the number of voting members included on line 1a, above, who are independent	1b 500	
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 X	
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3 X	
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4 X	
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5 X	
6 Did the organization have members or stockholders?	6 X	
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a X	
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b X	
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	8a X	
b Each committee with authority to act on behalf of the governing body?	8b X	
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 on Schedule O	9 X	

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No
10a Did the organization have local chapters, branches, or affiliates?	10a X	
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b X	
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a X	
b Describe in Schedule O the process, if any, used by the organization to review this Form 990.	12a X	
12a Did the organization have a written conflict of interest policy? If "No," go to line 13		
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b X	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c X	
13 Did the organization have a written whistleblower policy?	13 X	
14 Did the organization have a written document retention and destruction policy?	14 X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official	15a X	
b Other officers or key employees of the organization	15b X	
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?		
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?	16a X	
	16b X	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ► NONE
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
<input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> Other (explain on Schedule O)
19 Describe on 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 ► FRANK PETERSON - (703) 860-5000
1908 ASSOCIATION DRIVE, RESTON, VA 20191

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

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

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

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

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

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

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

• List all of the organization's **former** officers, key employees, and 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.

See instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below 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			
(1) LORI HAIRSTON DIRECTOR	50.00	X					128,000.	0.	0.
(2) MARY HOPPER DIRECTOR	20.00	X					27,000.	0.	0.
(3) CATHIE BRYANT DIRECTOR	10.00	X					7,000.	0.	0.
(4) BRIAN NOBREGA TREASURER	1.00	X	X				6,500.	0.	0.
(5) JAMES WEBER DIRECTOR	20.00	X					5,000.	0.	0.
(6) MARK LYONS DIRECTOR	20.00	X					5,000.	0.	0.
(7) LISA DELAMPAN DIRECTOR	1.00	X					2,944.	0.	0.
(8) MARY HEARTZ DIRECTOR	1.00	X					2,000.	0.	0.
(9) KAREN MENDEZ DIRECTOR	1.00	X					1,675.	0.	0.
(10) NICOLE HALPIN DIRECTOR	1.00	X					1,125.	0.	0.
(11) RACHEL JONES DIRECTOR	1.00	X					1,000.	0.	0.
(12) TIM MAROTTE DIRECTOR	1.00	X					1,000.	0.	0.
(13) LAURA CARDAMON DIRECTOR	1.00	X					800.	0.	0.
(14) JULIE MOORE DIRECTOR	1.00	X					750.	0.	0.
(15) AMBER REED DIRECTOR	1.00	X					650.	0.	0.
(16) KATHRYN TREMBLAY TREASURER	1.00	X	X				600.	0.	0.
(17) LESA MCQUESTEN DIRECTOR	1.00	X					600.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below 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	Other	Key employee	Highest compensated employee			
(18) LISA MARIE SCOTT DIRECTOR	1.00	X					600.	0.	0.
(19) LAURA BETH FECAK DIRECTOR	1.00	X					600.	0.	0.
(20) MELISSA DERPILBOSIAN DIRECTOR	1.00	X					600.	0.	0.
(21) BARBARA LOWERY DIRECTOR	1.00	X					600.	0.	0.
(22) JEAN ATTIG DIRECTOR	3.00	X					599.	0.	0.
(23) KAREN BEAR DIRECTOR	5.00	X					599.	0.	0.
(24) DAVID BURKE DIRECTOR	3.00	X					599.	0.	0.
(25) TAMMI CONN DIRECTOR	2.00	X					599.	0.	0.
(26) KEVIN JONES DIRECTOR	1.00	X					599.	0.	0.
1b Subtotal						►	197,039.	0.	0.
c Total from continuation sheets to Part VII, Section A						►	389,739.	0.	0.
d Total (add lines 1b and 1c)						►	586,778.	0.	0.

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 ► 1

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual	3	X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	4	X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person	5	X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	NONE	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ► 0

SEE PART VII, SECTION A CONTINUATION SHEETS

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Part VIII Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c	47,871.			
	d Related organizations	1d				
	e Government grants (contributions)	1e	906,742.			
	f All other contributions, gifts, grants, and similar amounts not included above	1f	344,210.			
	g Noncash contributions included in lines 1a-1f	1g	\$			
	h Total. Add lines 1a-1f		► 1,298,823.			
			Business Code			
Program Service Revenue	2 a CONFERENCE	900099	14,537,080.	14,537,080.		
	b MEMBERSHIP DUES	900099	1,678,748.	1,678,748.		
	c OTHER PROGRAM SERVICES	900099	388,311.	388,311.		
	d					
	e					
	f All other program service revenue					
	g Total. Add lines 2a-2f		► 16,604,139.			
			Business Code			
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		79,899.		79,899.
4 Income from investment of tax-exempt bond proceeds						
5 Royalties						
6 a Gross rents		(i) Real	(ii) Personal			
b Less rental expenses		6a				
c Rental income or (loss)		6b				
d Net rental income or (loss)		6c				
7 a Gross amount from sales of assets other than inventory		(i) Securities	(ii) Other			
b Less cost or other basis and sales expenses		7a				
c Gain or (loss)	7b					
d Net gain or (loss)	7c					
8 a Gross income from fundraising events (not including \$ <u>47,871.</u> of contributions reported on line 1c) See Part IV, line 18	8a	2,700.				
b Less direct expenses	8b	0.		2,700.		
c Net income or (loss) from fundraising events			2,700.			
9 a Gross income from gaming activities. See Part IV, line 19	9a					
b Less direct expenses	9b					
c Net income or (loss) from gaming activities						
10 a Gross sales of inventory, less returns and allowances	10a					
b Less cost of goods sold	10b					
c Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a MISCELLANEOUS	Business Code				
	b	900099	127,589.		127,589.	
	c					
	d All other revenue					
	e Total. Add lines 11a-11d		► 127,589.			
12 Total revenue. See instructions		► 18,113,150.	16,604,139.	0.	210,188.	

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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

<i>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</i>	(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	180,309.	180,309.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	268,528.	268,528.		
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	368,038.	150,250.	204,988.	12,800.
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	371,442.	263,905.	93,380.	14,157.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	9,536.	8,106.	953.	477.
9 Other employee benefits	41,474.	35,253.	4,147.	2,074.
10 Payroll taxes	52,207.	33,879.	16,614.	1,714.
11 Fees for services (nonemployees)				
a Management	740,710.	450,425.	284,101.	6,184.
b Legal	66,686.	42,250.	24,436.	
c Accounting	110,563.	16,462.	94,101.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	3,550.		3,550.	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	152,044.	85,894.	64,839.	1,311.
12 Advertising and promotion	63,093.	54,983.	4,345.	3,765.
13 Office expenses	159,273.	108,191.	51,082.	
14 Information technology	70,041.	56,329.	13,712.	
15 Royalties				
16 Occupancy	92,863.	62,872.	29,991.	
17 Travel	153,178.	91,379.	61,799.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	14,593,693.	13,375,616.	1,218,077.	
20 Interest	17,151.	16,581.	570.	
21 Payments to affiliates	8,005.	8,005.		
22 Depreciation, depletion, and amortization				
23 Insurance	244,907.	177,739.	67,168.	
24 Other expenses. Itemize expenses not covered above (list miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a MISCELLANEOUS	181,529.	128,991.	40,417.	12,121.
b _____				
c _____				
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	17,948,820.	15,615,947.	2,278,270.	54,603.
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)

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Part X Balance Sheet

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

		(A) Beginning of year	(B) End of year
	1 Cash - non-interest-bearing	12,255,922.	10,637,650.
	2 Savings and temporary cash investments	1	2
	3 Pledges and grants receivable, net	3	4
	4 Accounts receivable, net	4	5
	5 Loans and other receivables from 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	6	7
	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)	8	9
	7 Notes and loans receivable, net	9	10c
	8 Inventories for sale or use	10a	11
	9 Prepaid expenses and deferred charges	10b	12
Assets	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	1,429,645.	994,205.
	b Less accumulated depreciation	13	14
	11 Investments - publicly traded securities	14	15
	12 Investments - other securities See Part IV, line 11	15	16
	13 Investments - program-related. See Part IV, line 11	16	11,631,855.
	14 Intangible assets	17	18
	15 Other assets See Part IV, line 11	19	20
	16 Total assets. Add lines 1 through 15 (must equal line 33)	21	22
		23	24
		25	26
Liabilities	17 Accounts payable and accrued expenses	0.	0.
	18 Grants payable	27	11,631,855.
	19 Deferred revenue	28	29
	20 Tax-exempt bond liabilities	30	31
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	32	33
	22 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	32	33
	23 Secured mortgages and notes payable to unrelated third parties	33	33
	24 Unsecured notes and loans payable to unrelated third parties	33	33
	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	33	33
	26 Total liabilities. Add lines 17 through 25	33	33
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ► <input checked="" type="checkbox"/>	13,685,567.	13,685,567.
	and complete lines 27, 28, 32, and 33.	27	27
	27 Net assets without donor restrictions	28	28
	28 Net assets with donor restrictions	29	29
	Organizations that do not follow FASB ASC 958, check here ► <input type="checkbox"/>	30	30
	and complete lines 29 through 33.	31	31
	29 Capital stock or trust principal, or current funds	32	32
	30 Paid-in or capital surplus, or land, building, or equipment fund	33	33
	31 Retained earnings, endowment, accumulated income, or other funds	33	33
	32 Total net assets or fund balances	33	33
	33 Total liabilities and net assets/fund balances	33	33

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Part XI Reconciliation 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	18,113,150.
2 Total expenses (must equal Part IX, column (A), line 25)	2	17,948,820.
3 Revenue less expenses. Subtract line 2 from line 1	3	164,330.
4 Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	13,685,567.
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 on Schedule O)	9	<2,218,042. >
10 Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	11,631,855.

Part XII Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990 <input checked="" type="checkbox"/> Cash <input 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?	2a	X
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		
b Were the organization's financial statements audited by an independent accountant?	2b	X
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 type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O		
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	X
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 on Schedule O and describe any steps taken to undergo such audits	3b	

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Part VII

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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		
(27) JENNIFER WEBER DIRECTOR	2.00	X					599.	0.	0.
(28) JAMES DUFFY DIRECTOR	1.00	X					450.	0.	0.
(29) TERESA BROOKS DIRECTOR	1.00	X					400.	0.	0.
(30) WILLIAM COULSON DIRECTOR	0.00	X					250.	0.	0.
(31) GALE FANALE DIRECTOR	1.00	X					175.	0.	0.
(32) MICHAEL DIPASQUALE TREASURER	1.00	X	X				0.	0.	0.
(33) CHARICE CHAMBERS CHAIR	1.00	X	X				0.	0.	0.
(34) MARIO GATTO VICE CHAIR	1.00	X	X				0.	0.	0.
(35) LANETTE FARGASON DIRECTOR	2.00	X					0.	0.	0.
(36) TAMMY JACKSON DIRECTOR	2.00	X					0.	0.	0.
(37) SHELLEY PEWITT DIRECTOR	2.00	X					0.	0.	0.
(38) JENNIFER DANIELLE DIRECTOR	2.00	X					0.	0.	0.
(39) JANICE LANE DIRECTOR	2.00	X					0.	0.	0.
(40) MICHELLE CAMP DIRECTOR	1.00	X					0.	0.	0.
(41) JUREL GUFFEY DIRECTOR	1.00	X					0.	0.	0.
(42) SHERRY SILER DIRECTOR	1.00	X					0.	0.	0.
(43) CINDY WHITAKER DIRECTOR	1.00	X					0.	0.	0.
(44) BOB JOHNSON DIRECTOR	1.00	X					0.	0.	0.
(45) JENNIFER CRAIG DIRECTOR	1.00	X					0.	0.	0.
(46) JEFF SHAW DIRECTOR	1.00	X					0.	0.	0.

Total to Part VII, Section A, line 1c

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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		
(47) BRETT THROWER DIRECTOR	1.00	X						0.	0.
(48) MITCHELL GRAY DIRECTOR	1.00	X						0.	0.
(49) JIM BROCK TREASURER	1.00	X	X					0.	0.
(50) CHRIS DORMAN DIRECTOR	1.00	X						0.	0.
(51) LORELEI ANDERSEN DIRECTOR	1.00	X						0.	0.
(52) JOHN HAY DIRECTOR	1.00	X						0.	0.
(53) KELLY CHRISTMAN DIRECTOR	1.00	X						0.	0.
(54) JONATHAN OLDFIELD DIRECTOR	1.00	X						0.	0.
(55) CHERYL SHEA DIRECTOR	1.00	X						0.	0.
(56) TRAVIS KENYON CHAIR	2.00	X	X					0.	0.
(57) JEFFREY SAMANIEGO DIRECTOR	1.00	X						0.	0.
(58) KELLY WRIGHT DIRECTOR	1.00	X						0.	0.
(59) HEATHER CASTANON DIRECTOR	1.00	X						0.	0.
(60) KELLY DAMRON DIRECTOR	1.00	X						0.	0.
(61) BARBARA GONZALEZ DIRECTOR	1.00	X						0.	0.
(62) ROBIN PALMER TREASURER	2.00	X	X					0.	0.
(63) DAN KELLY SECRETARY	2.00	X	X					0.	0.
(64) MOLLY ANDERSON DIRECTOR	1.00	X						0.	0.
(65) TAMI RAAKER DIRECTOR	1.00	X						0.	0.
(66) JODI MORGAN SECRETARY	1.00	X	X					0.	0.

Total to Part VII, Section A, line 1c

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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		
(67) KERRY MOQUETT DIRECTOR	1.00	X						0.	0.
(68) JUSTON GLASS CHAIR	1.00	X	X					0.	0.
(69) MICHAEL ACHEATEL DIRECTOR	1.00	X						0.	0.
(70) BRAD FULK DIRECTOR	1.00	X						0.	0.
(71) MAUREEN RANKIN TREASURER	1.00	X	X					0.	0.
(72) DENNIS MIFFLIN DIRECTOR	1.00	X						0.	0.
(73) JODY BENNETT DIRECTOR	2.00	X						0.	0.
(74) BRITTNY BLECHAR DIRECTOR	2.00	X						0.	0.
(75) ERICA PADZIK DIRECTOR	2.00	X						0.	0.
(76) MALLORY CLEVELAND DIRECTOR	2.00	X						0.	0.
(77) GEN BENNETT DIRECTOR	2.00	X						0.	0.
(78) ERIN GRANTHAM DIRECTOR	2.00	X						0.	0.
(79) ANDY STEVENS DIRECTOR	2.00	X						0.	0.
(80) JOLYNN BARAL DIRECTOR	2.00	X						0.	0.
(81) MICHAEL PATTI DIRECTOR	2.00	X						0.	0.
(82) TONY LINKOWSKI DIRECTOR	2.00	X						0.	0.
(83) KRISTA SCHENCK DIRECTOR	2.00	X						0.	0.
(84) RICHARD MCCARTHY DIRECTOR	2.00	X						0.	0.
(85) LINDSAY EDY CHAIR	2.00	X	X					0.	0.
(86) JILL VALENTINE DIRECTOR	2.00	X						0.	0.

Total to Part VII, Section A, line 1c

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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			
(87) MIKE DIAMOND DIRECTOR	2.00	X					0.	0.	0.
(88) DAN SHEEKS DIRECTOR	2.00	X					0.	0.	0.
(89) COURTNEY BUSHNELL DIRECTOR	2.00	X					0.	0.	0.
(90) JAMIE YOUNG DIRECTOR	2.00	X					0.	0.	0.
(91) SARA MOSSMAN DIRECTOR	2.00	X					0.	0.	0.
(92) JEFF BACK DIRECTOR	2.00	X					0.	0.	0.
(93) SANTIAGO COLON DIRECTOR	2.00	X					0.	0.	0.
(94) ARLEN MIZELL CHAIR	1.00	X	X				0.	0.	0.
(95) AMANDA CHERRY VICE CHAIR	1.00	X	X				0.	0.	0.
(96) CATHERINE FARINA VICE CHAIR	1.00	X	X				0.	0.	0.
(97) DAWN BEKAERT VICE CHAIR	1.00	X	X				0.	0.	0.
(98) JAMES BENEDICT CHAIR	1.00	X	X				0.	0.	0.
(99) TRESA WANER VICE CHAIR	1.00	X	X				0.	0.	0.
(100) ROCHELLE STANFILL SECRETARY	1.00	X	X				0.	0.	0.
(101) LINDA CANNON VICE CHAIR	1.00	X	X				0.	0.	0.
(102) KELLY WILSON VICE CHAIR	1.00	X	X				0.	0.	0.
(103) ERIK WILKINSON VICE CHAIR	1.00	X	X				0.	0.	0.
(104) ALAIN BAZILE VICE CHAIR	1.00	X	X				0.	0.	0.
(105) DREW GOLDFINGER VICE CHAIR	1.00	X	X				0.	0.	0.
(106) JACQUELINE PEETERS VICE CHAIR	1.00	X	X				0.	0.	0.

Total to Part VII, Section A, line 1c

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Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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		
(107) RACHEL DUBROW VICE CHAIR	1.00	X	X					0.	0.
(108) BOB HOSIER VICE CHAIR	1.00	X	X					0.	0.
(109) KRISTINE ACOSTA VICE CHAIR	1.00	X	X					0.	0.
(110) ALINA HUGHES VICE CHAIR	1.00	X	X					0.	0.
(111) BETTY O'CONNOR VICE CHAIR	1.00	X	X					0.	0.
(112) WENDY ROSCHE VICE CHAIR	1.00	X	X					0.	0.
(113) FEDERICO BALDO VICE CHAIR	1.00	X	X					0.	0.
(114) ASHLEE JOHNSON VICE CHAIR	1.00	X	X					0.	0.
(115) GUILA MATARASSO DIRECTOR	1.00	X						0.	0.
(116) HALIE BISSELL CHAIR	1.00	X	X					0.	0.
(117) SAECILIA JACKSON SECRETARY	1.00	X	X					0.	0.
(118) SHARON SHAHAN DIRECTOR	1.00	X						0.	0.
(119) LISA CLINE DIRECTOR	1.00	X						0.	0.
(120) LESLIE AUSTIN DIRECTOR	1.00	X						0.	0.
(121) SHAYNA BROWN DIRECTOR	1.00	X						0.	0.
(122) SARA WHELAN CHAIR	2.00	X	X					0.	0.
(123) ANGELA PARKER TREASURER	2.00	X	X					0.	0.
(124) LARRY ANDERS DIRECTOR	2.00	X						0.	0.
(125) JASON CROWE DIRECTOR	2.00	X						0.	0.
(126) AMANDA BREZNEY DIRECTOR	2.00	X						0.	0.

Total to Part VII, Section A, line 1c

Total to Part VII, Section A, line 1c

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Part VII

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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		
(127) CAROL VON TERSCH CHAIR	1.00	X		X			0.	0.
(128) RICK DOBESH DIRECTOR	1.00	X					0.	0.
(129) JAMIE BUSBY DIRECTOR	1.00	X					0.	0.
(130) KIESHA TRETTIN DIRECTOR	1.00	X					0.	0.
(131) BETH SCHELLHORN DIRECTOR	1.00	X					0.	0.
(132) VICKI HALES DIRECTOR	1.00	X					0.	0.
(133) ERIKA WOLFE DIRECTOR	1.00	X					0.	0.
(134) KENT SEUPERER DIRECTOR	1.00	X					0.	0.
(135) SAMANTHA CARNEY DIRECTOR	1.00	X					0.	0.
(136) CHRIS BEHRENS CHAIR	1.00	X	X				0.	0.
(137) LISA HOWELL SECRETARY	1.00	X	X				0.	0.
(138) RYAN VORDAHL TREASURER	1.00	X	X				0.	0.
(139) DON HOWELL DIRECTOR	1.00	X					0.	0.
(140) CAROL MORRISON DIRECTOR	1.00	X					0.	0.
(141) HILARY LEE DIRECTOR	1.00	X					0.	0.
(142) OWEN HAMILTON DIRECTOR	1.00	X					0.	0.
(143) CARRIE PLOSS DIRECTOR	1.00	X					0.	0.
(144) DIANNE JOLOVICH DIRECTOR	1.00	X					0.	0.
(145) CAROL BILLING DIRECTOR	1.00	X					0.	0.
(146) BECKY KUEHL CHAIR	2.00	X	X				0.	0.

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Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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			
(147) KRISTIN LIDSTROM VICE CHAIR	1.00	X	X				0.	0.	0.
(148) AMANDA GRAHAM-BISHOP SECRETARY	1.00	X	X				0.	0.	0.
(149) BRIAN MCNEAL DIRECTOR	1.00	X					0.	0.	0.
(150) GEN CRAFT DIRECTOR	1.00	X					0.	0.	0.
(151) KEVIN KRIZAN DIRECTOR	1.00	X					0.	0.	0.
(152) ROBIN PERRY DIRECTOR	1.00	X					0.	0.	0.
(153) TROY DAVIS DIRECTOR	1.00	X					0.	0.	0.
(154) JESSICA BOOTH DIRECTOR	1.00	X					0.	0.	0.
(155) TYLER THOMPSON CHAIR	2.00	X	X				0.	0.	0.
(156) BRIAN MCFALL TREASURER	2.00	X	X				0.	0.	0.
(157) CLAYTON EVANS DIRECTOR	2.00	X					0.	0.	0.
(158) CHASE TOPLIFF DIRECTOR	2.00	X					0.	0.	0.
(159) MISTY RATHER CHAIR	1.00	X	X				0.	0.	0.
(160) JAYNE HARRIS TREASURER	3.00	X	X				0.	0.	0.
(161) LEAH LOVELL SECRETARY	1.00	X	X				0.	0.	0.
(162) EMMA FINCH DIRECTOR	1.00	X					0.	0.	0.
(163) MADALYN DUDLEY DIRECTOR	1.00	X					0.	0.	0.
(164) KRYSTI CONLIN DIRECTOR	1.00	X					0.	0.	0.
(165) JAMES ROLLINS DIRECTOR	1.00	X					0.	0.	0.
(166) BETTY MONTGOMERY DIRECTOR	2.00	X					0.	0.	0.

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Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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		
(167) CASSY GRIGSBY DIRECTOR	1.00	X						0.	0.
(168) ERIN ATWELL DIRECTOR	1.00	X						0.	0.
(169) DENNIS VOLENTINE TREASURER	2.00	X	X					0.	0.
(170) CAROL BORSKEY DIRECTOR	1.00	X						0.	0.
(171) RAE BROUSSARD DIRECTOR	1.00	X						0.	0.
(172) KEITH TRAYLOR DIRECTOR	1.00	X						0.	0.
(173) DAVID WILBURN DIRECTOR	2.00	X						0.	0.
(174) NEASHION DAVIS DIRECTOR	2.00	X						0.	0.
(175) CLAUDIA GREMILLION DIRECTOR	1.00	X						0.	0.
(176) COURTNEY RICHOUX DIRECTOR	2.00	X						0.	0.
(177) MINDY ROSE DIRECTOR	3.00	X						0.	0.
(178) DYLAN SCOTT DIRECTOR	5.00	X						0.	0.
(179) ASHLEY STANFORD DIRECTOR	1.00	X						0.	0.
(180) MARYELLEN GATES DIRECTOR	1.00	X						0.	0.
(181) LETTY BROWN DIRECTOR	1.00	X						0.	0.
(182) JAMES DOW DIRECTOR	1.00	X						0.	0.
(183) KRISTA ANDERSON DIRECTOR	1.00	X						0.	0.
(184) COREY GUERRA DIRECTOR	1.00	X						0.	0.
(185) TOM SOUSA DIRECTOR	1.00	X						0.	0.
(186) JIM SULLIVAN DIRECTOR	1.00	X						0.	0.

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INC. GROUP RETURN**

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Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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			
(187) SCOTT LARSEN DIRECTOR	1.00	X					0.	0.	0.
(188) TIM PAROCHOJUK DIRECTOR	1.00	X					0.	0.	0.
(189) TALITHA OLIVERI DIRECTOR	1.00	X					0.	0.	0.
(190) ED O'CONNOR DIRECTOR	1.00	X					0.	0.	0.
(191) MEGHAN BEAULIEU DIRECTOR	1.00	X					0.	0.	0.
(192) LAURA WHEELER DIRECTOR	1.00	X					0.	0.	0.
(193) FRANK ROSA DIRECTOR	1.00	X					0.	0.	0.
(194) RACHEL PILOTTE DIRECTOR	1.00	X					0.	0.	0.
(195) KYLE CARDOSA DIRECTOR	1.00	X					0.	0.	0.
(196) NAICA CHRISTOPHE DIRECTOR	1.00	X					0.	0.	0.
(197) DAVID HUANG DIRECTOR	1.00	X					0.	0.	0.
(198) ANTON KOZYREV DIRECTOR	1.00	X					0.	0.	0.
(199) TORI LATIVIERE DIRECTOR	1.00	X					0.	0.	0.
(200) KYLE BRITTO DIRECTOR	1.00	X					0.	0.	0.
(201) WALKER PENFIELD DIRECTOR	1.00	X					0.	0.	0.
(202) KEVIN PICHARDO-CEDILLO DIRECTOR	1.00	X					0.	0.	0.
(203) LISA DELAMPAN DIRECTOR	1.00	X					0.	0.	0.
(204) WENDY ROBICHAUD DIRECTOR	1.00	X					0.	0.	0.
(205) ANDREW MERRILL DIRECTOR	1.00	X					0.	0.	0.
(206) KRISTY DILLINGHAM DIRECTOR	1.00	X					0.	0.	0.

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Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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				
(207) SUZANNE GUT DIRECTOR	2.00	X					0.	0.	0.	
(208) AUSTEN PRATT DIRECTOR	1.00	X					0.	0.	0.	
(209) DEANDRE JORDAN KEMP DIRECTOR	2.00	X					0.	0.	0.	
(210) ELAINE MURRAY DIRECTOR	2.00	X					0.	0.	0.	
(211) LYDIA NYABUL DIRECTOR	1.00	X					0.	0.	0.	
(212) KENDRA CHRISTENSEN DIRECTOR	1.00	X					0.	0.	0.	
(213) CLAIRE FORREST DIRECTOR	1.00	X					0.	0.	0.	
(214) JENNIFER MILKE DIRECTOR	1.00	X					0.	0.	0.	
(215) JAMIE RILEY DIRECTOR	1.00	X					0.	0.	0.	
(216) DANA BOICE DIRECTOR	1.00	X					0.	0.	0.	
(217) TANYA CLARK DIRECTOR	1.00	X					0.	0.	0.	
(218) JULIA DALRYMPLE DIRECTOR	1.00	X					0.	0.	0.	
(219) KAREN MEUWISSEN CHAIR	2.00	X	X				0.	0.	0.	
(220) JACOB WARD VICE CHAIR	2.00	X	X				0.	0.	0.	
(221) LORI JOHNSON TREASURER	2.00	X	X				0.	0.	0.	
(222) JAMES ELVIDGE SECRETARY	2.00	X	X				0.	0.	0.	
(223) CHRIS HUGES DIRECTOR	1.00	X					0.	0.	0.	
(224) JON KRAUTH DIRECTOR	1.00	X					0.	0.	0.	
(225) SARA HIEMENZ DIRECTOR	1.00	X					0.	0.	0.	
(226) JENNIFER CLEMONS DIRECTOR	1.00	X					0.	0.	0.	
Total to Part VII, Section A, line 1c										

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Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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				
(227) BREANNE NELSON DIRECTOR	1.00	X					0.	0.	0.	
(228) KENNETH CHERWUBA DIRECTOR	1.00	X					0.	0.	0.	
(229) KELESY JONES DIRECTOR	1.00	X					0.	0.	0.	
(230) CHET MORGAN DIRECTOR	1.00	X					0.	0.	0.	
(231) BECCA HOEFT DIRECTOR	1.00	X					0.	0.	0.	
(232) SCOTT PIERCE DIRECTOR	1.00	X					0.	0.	0.	
(233) JARED KEGLER DIRECTOR	1.00	X					0.	0.	0.	
(234) ANDREA MOHR DIRECTOR	1.00	X					0.	0.	0.	
(235) RYAN HARRISON DIRECTOR	1.00	X					0.	0.	0.	
(236) ERIC ROESLER DIRECTOR	1.00	X					0.	0.	0.	
(237) SUSAN SIMONSON DIRECTOR	1.00	X					0.	0.	0.	
(238) BLAKE BODENBURG DIRECTOR	1.00	X					0.	0.	0.	
(239) SONJA WEILER DIRECTOR	1.00	X					0.	0.	0.	
(240) MIKE DELANEY DIRECTOR	1.00	X					0.	0.	0.	
(241) JOHN RASMUSSEN DIRECTOR	1.00	X					0.	0.	0.	
(242) KEITH JUREK DIRECTOR	1.00	X					0.	0.	0.	
(243) PAUL KIMBLER DIRECTOR	1.00	X					0.	0.	0.	
(244) JULIE COOLEY DIRECTOR	1.00	X					0.	0.	0.	
(245) SARAH WELKIN DIRECTOR	1.00	X					0.	0.	0.	
(246) CHARLIE SCHURMER DIRECTOR	1.00	X					0.	0.	0.	
Total to Part VII, Section A, line 1c										

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Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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			
(247) PEGGY ARNOLD DIRECTOR	2.00	X					0.	0.	0.
(248) MATT MAGNUSON DIRECTOR	2.00	X					0.	0.	0.
(249) AMANDA BREZNAY DIRECTOR	2.00	X					0.	0.	0.
(250) NADINE FREEDLINE DIRECTOR	2.00	X					0.	0.	0.
(251) DEDE MOORE CHAIR	2.00	X	X				0.	0.	0.
(252) LARRY ANDERS FOUNDATION CHAIR	2.00	X	X				0.	0.	0.
(253) KENNING BRIDGES CHAIR	1.00	X	X				0.	0.	0.
(254) KAMERON HAYWOOD VICE CHAIR	1.00	X	X				0.	0.	0.
(255) ANIYAH OLIVER VICE CHAIR	1.00	X	X				0.	0.	0.
(256) CHLOE' KNIPPERS VICE CHAIR	1.00	X	X				0.	0.	0.
(257) GABBI THOMPSON DIRECTOR	1.00	X					0.	0.	0.
(258) HAYLEY BARLOW DIRECTOR	1.00	X					0.	0.	0.
(259) MACKENZIE GRAHAM DIRECTOR	1.00	X					0.	0.	0.
(260) STEVEION ALEXANDER DIRECTOR	1.00	X					0.	0.	0.
(261) PAYTON MCQUILLAN DIRECTOR	1.00	X					0.	0.	0.
(262) BRAD MEHR VICE CHAIR	1.00	X	X				0.	0.	0.
(263) SCOTT DONISTHORPE SECRETARY	1.00	X	X				0.	0.	0.
(264) JOSH MUNRO CHAIR	1.00	X	X				0.	0.	0.
(265) CAITLIN HEUSCHER DIRECTOR	1.00	X					0.	0.	0.
(266) LEVI DAWES DIRECTOR	1.00	X					0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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			
(267) MARIA BRAY DIRECTOR	1.00	X					0.	0.	0.
(268) TANNER CUREY DIRECTOR	1.00	X					0.	0.	0.
(269) TRAVIS CRAWFORD DIRECTOR	1.00	X					0.	0.	0.
(270) JESSICA TILLMAN DIRECTOR	1.00	X					0.	0.	0.
(271) ERIC SWENSON DIRECTOR	1.00	X					0.	0.	0.
(272) CHAD ROSS DIRECTOR	1.00	X					0.	0.	0.
(273) KIM EDWARDS DIRECTOR	5.00	X					0.	0.	0.
(274) TAMMY VAIL DIRECTOR	2.00	X					0.	0.	0.
(275) CHARLES FURLOW DIRECTOR	2.00	X					0.	0.	0.
(276) TABITHA HUDSON DIRECTOR	2.00	X					0.	0.	0.
(277) RYAN DOGETT DIRECTOR	2.00	X					0.	0.	0.
(278) JULIE SMIEGEL DIRECTOR	2.00	X					0.	0.	0.
(279) LUKE NICKS DIRECTOR	2.00	X					0.	0.	0.
(280) WHITNEY MILLER DIRECTOR	2.00	X					0.	0.	0.
(281) ELLEN MACHADO DIRECTOR	2.00	X					0.	0.	0.
(282) EMMY CORN DIRECTOR	2.00	X					0.	0.	0.
(283) ROB AINBINDER DIRECTOR	1.00	X					0.	0.	0.
(284) ROBIN STEVENS DIRECTOR	1.00	X					0.	0.	0.
(285) MARC WILCOX DIRECTOR	5.00	X					0.	0.	0.
(286) GRACE MCCLURE DIRECTOR	5.00	X					0.	0.	0.

Total to Part VII, Section A, line 1c

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**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
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23-7079474

Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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			
(287) PRIYANKA MISTREY DIRECTOR	5.00	X					0.	0.	0.
(288) AVA SHEPHERD DIRECTOR	5.00	X					0.	0.	0.
(289) KAYLA SPIER DIRECTOR	5.00	X					0.	0.	0.
(290) ELLIE STOCKING DIRECTOR	5.00	X					0.	0.	0.
(291) ASHLEIGH WAGNOR DIRECTOR	3.00	X					0.	0.	0.
(292) NIKKI HEINLE CHAIR	1.00	X	X				0.	0.	0.
(293) CRAIG ERICKSON SECRETARY	1.00	X	X				0.	0.	0.
(294) SARA SMITH DIRECTOR	1.00	X					0.	0.	0.
(295) EMILY JACOBSON DIRECTOR	1.00	X					0.	0.	0.
(296) LAURIE SALANDER DIRECTOR	1.00	X					0.	0.	0.
(297) KEVIN REISENAUER ADVISOR	20.00	X					0.	0.	0.
(298) MARJORIE FITZGIBBON CHAIR	1.00	X	X				0.	0.	0.
(299) LISA CHESTNUTT DIRECTOR	1.00	X					0.	0.	0.
(300) DEBORAH STAPENSKI DIRECTOR	1.00	X					0.	0.	0.
(301) EILEEN FISCHER DIRECTOR	1.00	X					0.	0.	0.
(302) BRIAN COLBURN CHAIR	1.00	X	X				0.	0.	0.
(303) CHRISTAL REID DIRECTOR	1.00	X					0.	0.	0.
(304) STACY WASHINGTON DIRECTOR	1.00	X					0.	0.	0.
(305) AARON GIRDNER DIRECTOR	1.00	X					0.	0.	0.
(306) CARMELLA SALAZAR DIRECTOR	1.00	X					0.	0.	0.

Total to Part VII, Section A, line 1c

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Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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			
(307) MATT WELLS DIRECTOR	1.00	X					0.	0.	0.
(308) MARIANNE IRELAND DIRECTOR	1.00	X					0.	0.	0.
(309) RICHARD PAULKNER DIRECTOR	1.00	X					0.	0.	0.
(310) LINDA WILSON DIRECTOR	1.00	X					0.	0.	0.
(311) ELENA TERCERO DIRECTOR	1.00	X					0.	0.	0.
(312) DAYREE RAMIREZ DIRECTOR	1.00	X					0.	0.	0.
(313) BROCK TAYLER DIRECTOR	1.00	X					0.	0.	0.
(314) PATRICK CONNOLLY DIRECTOR	1.00	X					0.	0.	0.
(315) LAURA NOWLAN DIRECTOR	1.00	X					0.	0.	0.
(316) RICARDO CORNEJO ROJAS SECRETARY	1.00	X	X				0.	0.	0.
(317) JULIO MEZA DIRECTOR	1.00	X					0.	0.	0.
(318) VINCE MERRILL DIRECTOR	1.00	X					0.	0.	0.
(319) MELISSA SCOTT DIRECTOR	1.00	X					0.	0.	0.
(320) CARIELA SANTANA DIRECTOR	1.00	X					0.	0.	0.
(321) TERRY ERTMAN CHAIR	1.00	X	X				0.	0.	0.
(322) MITCHELL BERESA DIRECTOR	30.00	X					0.	0.	0.
(323) NELA HATHORNE DIRECTOR	10.00	X					0.	0.	0.
(324) LINDSAY DELUCA DIRECTOR	10.00	X					0.	0.	0.
(325) CLAUDE COMMISSO DIRECTOR	10.00	X					0.	0.	0.
(326) AVRIL McNAMARA DIRECTOR	10.00	X					0.	0.	0.

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**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
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Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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		
(327) GREG MENIG DIRECTOR	10.00	X						0.	0.
(328) DAN GREAVEN DIRECTOR	10.00	X						0.	0.
(329) JOSEPH SANTO DIRECTOR	10.00	X						0.	0.
(330) MICHELLE NELSON DIRECTOR	10.00	X						0.	0.
(331) RICH GRAETIN DIRECTOR	10.00	X						0.	0.
(332) LETTIA ROMAS DIRECTOR	10.00	X						0.	0.
(333) SUE UTZ DIRECTOR	10.00	X						0.	0.
(334) ALAN BALSDON DIRECTOR	10.00	X						0.	0.
(335) CHERYL CHAMBERLAIN DIRECTOR	10.00	X						0.	0.
(336) KRIS CASTO DIRECTOR	10.00	X						0.	0.
(337) JAMES CASINI DIRECTOR	10.00	X						0.	0.
(338) MARY PERES DIRECTOR	30.00	X						0.	0.
(339) JEFF KEITH DIRECTOR	1.00	X						0.	0.
(340) CRYSTAL DORTCH DIRECTOR	1.00	X						0.	0.
(341) CHERYL BOURLAND DIRECTOR	1.00	X						0.	0.
(342) JEREMY NADLER DIRECTOR	1.00	X						0.	0.
(343) VALERIE ROBESON DIRECTOR	1.00	X						0.	0.
(344) HEIDI LISI DIRECTOR	1.00	X						0.	0.
(345) HEATHER SPROULL DIRECTOR	1.00	X						0.	0.
(346) JOE DEANGELO DIRECTOR	1.00	X						0.	0.
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**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
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23-7079474

Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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			
(347) TERRI ROTHFUSS DIRECTOR	1.00	X					0.	0.	0.
(348) ERIC WELLS DIRECTOR	1.00	X					0.	0.	0.
(349) CAROLYN HOLT-BALIS DIRECTOR	1.00	X					0.	0.	0.
(350) SUSAN SCHUTTE DIRECTOR	1.00	X					0.	0.	0.
(351) REBECCA GLADDEN DIRECTOR	1.00	X					0.	0.	0.
(352) AUSTIN LONG CHAIR	8.00	X					0.	0.	0.
(353) LABRAIA OWENS VICE CHAIR	6.00	X					0.	0.	0.
(354) KYLA ELLIS VICE CHAIR	6.00	X					0.	0.	0.
(355) VALERIE CASTRO VICE CHAIR	6.00	X					0.	0.	0.
(356) XAVIER HAMILTON VICE CHAIR	6.00	X					0.	0.	0.
(357) BRENT LEONG TREASURER	2.00	X	X				0.	0.	0.
(358) HEATHER BALDWIN CHAIR	2.00	X	X				0.	0.	0.
(359) MIKE GUMP DIRECTOR	2.00	X					0.	0.	0.
(360) JOHN DIXON DIRECTOR	2.00	X					0.	0.	0.
(361) NAT ELLIS DIRECTOR	2.00	X					0.	0.	0.
(362) RON DODGE DIRECTOR	2.00	X					0.	0.	0.
(363) BOB REINHARDT DIRECTOR	2.00	X					0.	0.	0.
(364) TIANA BRIONES DIRECTOR	2.00	X					0.	0.	0.
(365) BRYCEN WOODLEY DIRECTOR	2.00	X					0.	0.	0.
(366) MICHELLE JACKSON DIRECTOR	1.00	X					0.	0.	0.

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**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN**

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Form 990

Part VII

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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			
(367) JOANNE SULLIVAN DIRECTOR	1.00	X					0.	0.	0.
(368) EMILY SMOller DIRECTOR	1.00	X					0.	0.	0.
(369) JENNIFER MASON CHAIR	1.00	X	X				0.	0.	0.
(370) DOTTIE HARING SECRETARY	1.00	X	X				0.	0.	0.
(371) CYNDEE BARKLEY TREASURER	1.00	X	X				0.	0.	0.
(372) JOHN SHAW DIRECTOR	1.00	X					0.	0.	0.
(373) JUSTIN STAUB DIRECTOR	1.00	X					0.	0.	0.
(374) DENISE MAGASICH DIRECTOR	1.00	X					0.	0.	0.
(375) BETH RICHART DIRECTOR	1.00	X					0.	0.	0.
(376) CHAD ROSS DIRECTOR	1.00	X					0.	0.	0.
(377) THOMAS GAUTHIER DIRECTOR	1.00	X					0.	0.	0.
(378) GINGER HILL DIRECTOR	40.00	X					0.	0.	0.
(379) CAROL LYNN NUTE CHAIR	3.00	X	X				0.	0.	0.
(380) LISA SKINNER DIRECTOR	3.00	X					0.	0.	0.
(381) SHERRY STOME DIRECTOR	3.00	X					0.	0.	0.
(382) PAM SMITH DIRECTOR	3.00	X					0.	0.	0.
(383) CHRYSTAL BRYANT DIRECTOR	3.00	X					0.	0.	0.
(384) TERY STUTTS DIRECTOR	3.00	X					0.	0.	0.
(385) BETH VANETTEN DIRECTOR	3.00	X					0.	0.	0.
(386) SHAYE STEPHENS DIRECTOR	3.00	X					0.	0.	0.

Total to Part VII, Section A, line 1c

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INC. GROUP RETURN**

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Form 990

Part VII

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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		
(387) BRAD KENNEDY	10.00						0.	0.
DIRECTOR		X						0.
(388) JOSEPH JOHNSON	10.00						0.	0.
DIRECTOR		X						0.
(389) RYAN KROGER	10.00						0.	0.
DIRECTOR		X						0.
(390) KATHY WALTON	1.00						0.	0.
CHAIR		X	X					0.
(391) LEO SAENZ	1.00						0.	0.
DIRECTOR		X						0.
(392) DIANA SALAZAR	1.00						0.	0.
SECRETARY		X	X					0.
(393) MIKE MILLER	1.00						0.	0.
TREASURER		X	X					0.
(394) JULIEANNE ASH	1.00						0.	0.
DIRECTOR		X						0.
(395) STEWART BURNS	1.00						0.	0.
DIRECTOR		X						0.
(396) TRACI BUCKNER	1.00						0.	0.
DIRECTOR		X						0.
(397) LISA GRECO	1.00						0.	0.
DIRECTOR		X						0.
(398) GAYLA CARLTON	1.00						0.	0.
DIRECTOR		X						0.
(399) NINA WILSON	1.00						0.	0.
DIRECTOR		X						0.
(400) ARACELI GARCIA	1.00						0.	0.
DIRECTOR		X						0.
(401) KIMBERLY ADAMS	1.00						0.	0.
CHAIR		X	X					0.
(402) DALE POLLARD	2.00						0.	0.
DIRECTOR		X						0.
(403) DANIEL PORTER	1.00						0.	0.
DIRECTOR		X						0.
(404) JILL HESS	1.00						0.	0.
DIRECTOR		X						0.
(405) MARCI PORTER	1.00						0.	0.
DIRECTOR		X						0.
(406) SAM SOTER	1.00						0.	0.
DIRECTOR		X						0.

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INC. GROUP RETURN**

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Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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			
(407) CORINNA GROSS DIRECTOR	1.00	X					0.	0.	0.
(408) JULIE SUTHERLAND DIRECTOR	1.00	X					0.	0.	0.
(409) RACHEAL ROUTT DIRECTOR	1.00	X					0.	0.	0.
(410) DREW BURTON DIRECTOR	1.00	X					0.	0.	0.
(411) AMY GRANAHAN DIRECTOR	1.00	X					0.	0.	0.
(412) KELLEN SCOTT CHAIR	1.00	X	X				0.	0.	0.
(413) ANNIE HUSLE DIRECTOR	1.00	X					0.	0.	0.
(414) SANDRA TUCKER DIRECTOR	1.00	X					0.	0.	0.
(415) HEATHER VANDYKE DIRECTOR	1.00	X					0.	0.	0.
(416) DEE STRAUSS DIRECTOR	1.00	X					0.	0.	0.
(417) PA'TRICE DAYOWENS DIRECTOR	1.00	X					0.	0.	0.
(418) ASHLEY HOUCHINS DIRECTOR	1.00	X					0.	0.	0.
(419) ADRIANE GRAHAM DIRECTOR	1.00	X					0.	0.	0.
(420) KIM RADFORD DIRECTOR	1.00	X					0.	0.	0.
(421) MALLORY CROMER DIRECTOR	1.00	X					0.	0.	0.
(422) SHARON ACUFF DIRECTOR	1.00	X					0.	0.	0.
(423) LYNN AMEY DIRECTOR	1.00	X					0.	0.	0.
(424) LYDIA ALEXANDER DIRECTOR	1.00	X					0.	0.	0.
(425) JENNIFER COREY DIRECTOR	1.00	X					0.	0.	0.
(426) JULIE SHAW DIRECTOR	1.00	X					0.	0.	0.

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Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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			
(427) LAURI WRIGHT DIRECTOR	1.00	X					0.	0.	0.
(428) SUSAN DANA DIRECTOR	1.00	X					0.	0.	0.
(429) SARA-JO WILLEY DIRECTOR	1.00	X					0.	0.	0.
(430) WAYNE GOULET DIRECTOR	1.00	X					0.	0.	0.
(431) TAMI-JO DICKINSON DIRECTOR	1.00	X					0.	0.	0.
(432) JOYCE KEMP DIRECTOR	1.00	X					0.	0.	0.
(433) KYLE WINSLOW DIRECTOR	1.00	X					0.	0.	0.
(434) DAN PURDY DIRECTOR	1.00	X					0.	0.	0.
(435) GREG MCCORMICK CHAIR	1.00	X	X				0.	0.	0.
(436) MARC HILLESTAD VICE CHAIR	1.00	X	X				0.	0.	0.
(437) LISA TALLQUIST TREASURER	1.00	X	X				0.	0.	0.
(438) NATE LUCE SECRETARY	1.00	X	X				0.	0.	0.
(439) BILL ANDERSON MEMBER	1.00	X					0.	0.	0.
(440) KANDICE HERNDON MEMBER	1.00	X					0.	0.	0.
(441) SHAWN PEREZ DIRECTOR	1.00	X					0.	0.	0.
(442) BRENDA GRABSKI DIRECTOR	1.00	X					0.	0.	0.
(443) SIERRA LARKIN DIRECTOR	1.00	X					0.	0.	0.
(444) ED GROCHOWSKI DIRECTOR	1.00	X					0.	0.	0.
(445) MICHAEL SIAKPERE DIRECTOR	1.00	X					0.	0.	0.
(446) CHRI HEREK DIRECTOR	1.00	X					0.	0.	0.

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**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
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23-7079474

Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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				
(447) CHRISTINE GROCHOWSKI DIRECTOR	1.00		X					0.	0.	0.
(448) MICHELE MCGAFFIN TREASURER	2.00		X	X				0.	0.	0.
(449) KEITH WARTZENLUFT CHAIR	2.00		X	X				0.	0.	0.
(450) PHIL HUFF SECRETARY	2.00		X	X				0.	0.	0.
(451) CARL HERT DIRECTOR	2.00		X					0.	0.	0.
(452) JOHN WEBSTER DIRECTOR	2.00		X					0.	0.	0.
(453) JASON HOLTER DIRECTOR	2.00		X					0.	0.	0.
(454) SARAH HART OLSON DIRECTOR	2.00		X					0.	0.	0.
(455) MELISSA BAHNSON DIRECTOR	2.00		X					0.	0.	0.
(456) MICKI VOLK DIRECTOR	2.00		X					0.	0.	0.
(457) OLIVIA LEMANSKI DIRECTOR	2.00		X					0.	0.	0.
(458) BRIAN MORK DIRECTOR	2.00		X					0.	0.	0.
(459) ARUSHI RANASARIA DIRECTOR	2.00		X					0.	0.	0.
(460) ADAM FEAZELL DIRECTOR	15.00		X					0.	0.	0.
(461) GEORGANNA MANSFIELD CHAIR	1.00		X	X				0.	0.	0.
(462) JULIA YEARGO VICE CHAIR	1.00		X	X				0.	0.	0.
(463) KIM STECKMAN SECRETARY	1.00		X	X				0.	0.	0.
(464) JILL THOMSON CHAIR	5.00		X	X				0.	0.	0.
(465) LORI MEREDITH VICE CHAIR	5.00		X	X				0.	0.	0.
(466) CIARA ROBERTS DIRECTOR	5.00		X					0.	0.	0.

Total to Part VII, Section A, line 1c

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**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN**

23-7079474

Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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			
(467) MANUAL FLORES DIRECTOR	5.00	X					0.	0.	0.
(468) ANN MUIRHEAD DIRECTOR	10.00	X					0.	0.	0.
(469) BRYCE FLAMMANG DIRECTOR	5.00	X					0.	0.	0.
(470) GARRETT HEUSINKVELD DIRECTOR	5.00	X					0.	0.	0.
(471) KRISTY WILLIAMS DIRECTOR	5.00	X					0.	0.	0.
(472) AUTUMN WILLIAMS DIRECTOR	5.00	X					0.	0.	0.
(473) SUSAN EVANS DIRECTOR	5.00	X					0.	0.	0.
(474) NATE LUCE SECRETARY	1.00	X	X				0.	0.	0.
(475) LORI HAIRSTON DIRECTOR	50.00	X					0.	0.	0.
(476) BILL ANDERSON DIRECTOR	1.00	X					0.	0.	0.
(477) KANDICE HERNDON DIRECTOR	1.00	X					0.	0.	0.
(478) SHAWN PEREZ DIRECTOR	1.00	X					0.	0.	0.
(479) BRENDA GRABSKI DIRECTOR	1.00	X					0.	0.	0.
(480) TOM ROBINSON DIRECTOR	1.00	X					0.	0.	0.
(481) MICHELE MCGAFFIN TREASURER	2.00	X	X				0.	0.	0.
(482) PHIL HUFF CHAIR	2.00	X	X				0.	0.	0.
(483) STEPHANIE FUDE SECRETARY	2.00	X	X				0.	0.	0.
(484) HEIDI WARREN DIRECTOR	2.00	X					0.	0.	0.
(485) JOHN WEBSTER DIRECTOR	2.00	X					0.	0.	0.
(486) KEITH WARTZENLUFT DIRECTOR	2.00	X					0.	0.	0.

Total to Part VII, Section A, line 1c

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**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN**

23-7079474

Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)					(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			
(487) SARAH HART OLSON DIRECTOR	2.00	X					0.	0.	0.
(488) MELISSA BAHNSON DIRECTOR	2.00	X					0.	0.	0.
(489) JASON HOLTER DIRECTOR	2.00	X					0.	0.	0.
(490) JEFF KSOBIECH DIRECTOR	2.00	X					0.	0.	0.
(491) JULIA STOLESON DIRECTOR	2.00	X					0.	0.	0.
(492) MAAYNA KASHYAP DIRECTOR	2.00	X					0.	0.	0.
(493) MICHAEL SIAKPERE CHAIR	10.00	X	X				0.	0.	0.
(494) FRANK LANKO DIRECTOR	1.00	X					0.	0.	0.
(495) RYAN BOGNAR DIRECTOR	1.00	X					0.	0.	0.
(496) KYRSTEN STOCKUS DIRECTOR	1.00	X					0.	0.	0.
(497) JUSTIN KACZMAREK DIRECTOR	1.00	X					0.	0.	0.
(498) CHRIS HEREK DIRECTOR	1.00	X					0.	0.	0.
(499) GENA HOXHA CHAIR	5.00	X	X				0.	0.	0.
(500) KYLE BARBER DIRECTOR	5.00	X					0.	0.	0.
(501) AMIR MESHKI DIRECTOR	1.00	X					0.	0.	0.
(502) JULIA WEZIO DIRECTOR	1.00	X					0.	0.	0.
(503) TAYLOR WEBSTER DIRECTOR	1.00	X					0.	0.	0.
(504) MARJORY SPROUL DIRECTOR	1.00	X					0.	0.	0.
(505) BRITTANY COLBATH DIRECTOR	1.00	X					0.	0.	0.
(506) HANNAH GLEASON DIRECTOR	1.00	X					0.	0.	0.

Total to Part VII, Section A, line 1c

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**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN**

23-7079474

Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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		
(507) TOM GAUTHIER DIRECTOR	1.00	X						0.	0.
(508) JEFF DARR DIRECTOR	1.00	X						0.	0.
(509) CLAYTON EVANS DIRECTOR	1.00	X						0.	0.
(510) CHASE TOPLIFF DIRECTOR	1.00	X						0.	0.
(511) TYLER THOMPSON DIRECTOR	1.00	X						0.	0.
(512) BRIAN MCFALL DIRECTOR	1.00	X						0.	0.
(513) KIM MATTINGLY DIRECTOR	1.00	X						0.	0.
(514) ROBERT D'AREZZO TREASURER	1.00	X	X					0.	0.
(515) RITA VIEIRA SECRETARY	1.00	X	X					0.	0.
(516) CHRYSTINE CAFFREY STATE ACTION TEAM ADVISOR	40.00	X	X					0.	0.
(517) JANET BUTLER TREASURER	1.00	X	X					0.	0.
(518) ERIN SACKETT DIRECTOR	1.00	X						0.	0.
(519) MATT MAW DIRECTOR	1.00	X						0.	0.
(520) JUSTIN GIPE DIRECTOR	1.00	X						0.	0.
(521) LYNN HILL DIRECTOR	1.00	X						0.	0.
(522) MICHAELA KAVANAUGH DIRECTOR	1.00	X						0.	0.
(523) ADAM BARRICKMAN PRESIDENT	1.00	X	X					0.	0.
(524) MATT BUTLER DIRECTOR	1.00	X						0.	0.
(525) NICHOLE SMALL DIRECTOR	1.00	X						0.	0.
(526) FORREST SOLON DIRECTOR	1.00	X						0.	0.

Total to Part VII, Section A, line 1c

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**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN**

23-7079474

Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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			
(527) NICCI CLARK DIRECTOR	1.00	X					0.	0.	0.
(528) SHELBY LERCH PRESIDENT ELECT	1.00	X	X				0.	0.	0.
(529) JEFFREY TALKINGTON DIRECTOR	1.00	X					0.	0.	0.
(530) VICTORIA WILES DIRECTOR	1.00	X					0.	0.	0.
(531) JOSHUA SHANKLE STATE ADVISOR	40.00		X				77,700.	0.	0.
(532) PAM O'BRIEN STATE ADVISOR	40.00		X				73,371.	0.	0.
(533) SHANNON AARON STATE ADVISOR	40.00		X				65,258.	0.	0.
(534) JANICE BROWN STATE ADVISOR	35.00		X				44,000.	0.	0.
(535) JERRY DIGIOVANNI STATE ADVISOR	20.00		X				43,775.	0.	0.
(536) JOHN STILES STATE ADVISOR	40.00		X				41,583.	0.	0.
(537) ELISE ONO STATE ADVISOR	40.00		X				12,158.	0.	0.
(538) LYNNORE LEVENHAGEN STATE ADVISOR	25.00		X				12,000.	0.	0.
(539) PATRICIA WHITE ACCOUNTANT	40.00		X				8,220.	0.	0.
(540) DENNIS KELLY STATE ADVISOR	40.00		X				4,400.	0.	0.
(541) FELECIA MANDEVILLE STATE ADVISOR	40.00		X				4,400.	0.	0.
(542) GORDON NICHOLSON STATE ADVISOR	40.00		X				1,000.	0.	0.
(543) SHARON ASHLOCK STATE ADVISOR	1.00		X				0.	0.	0.
(544) JULIE CROCKET STATE ADVISOR	40.00		X				0.	0.	0.
(545) TERRI FRENEY STATE ADVISOR	40.00		X				0.	0.	0.
(546) FRANCISCO DAVIS ORTIZ STATE ADVISOR	40.00		X				0.	0.	0.
Total to Part VII, Section A, line 1c									

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**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN**

23-7079474

Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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			
(547) BRYCEN WOODLEY STATE ADVISOR	20.00		X				0.	0.	0.
(548) BRAD PEER STATE ADVISOR	40.00		X				0.	0.	0.
(549) CAROL BOLIN STATE ADVISOR	2.00		X				0.	0.	0.
(550) MORGAN PETERSEN STATE ADVISOR	40.00		X				0.	0.	0.
(551) SHAUNA WILLIAMS STATE ADVISOR	5.00		X				0.	0.	0.
(552) LISA COSTA STATE ADVISOR	20.00		X				0.	0.	0.
(553) SCOTT JONES STATE ADVISOR	25.00		X				0.	0.	0.
(554) ROBIN LINTON STATE ADVISOR	25.00		X				0.	0.	0.
(555) PAUL GRETHEL STATE ADVISOR	45.00		X				0.	0.	0.
(556) ASHLEY MARTINEZ STATE ADVISOR	4.00		X				0.	0.	0.
(557) DONNA MCPADDEN STATE ADVISOR	40.00		X				0.	0.	0.
(558) TANYA BLEHM STATE ADVISOR	10.00		X				0.	0.	0.
(559) DAVID WAIT STATE DIRECTOR	40.00		X				0.	0.	0.
(560) ANN DAY ACCOUNTANT	30.00		X				0.	0.	0.
(561) CATHERINE RICE STATE ADVISOR	25.00		X				0.	0.	0.
(562) JENNIFER SHOUSE-KLASSEN STATE ADVISOR	25.00		X				0.	0.	0.
(563) JACKLYN SCHILLER STATE ADVISOR	40.00		X				0.	0.	0.
(564) TAMMY STAINS STATE ADVISOR	40.00		X				0.	0.	0.
(565) CINDY SHANNON STATE ADVISOR	40.00		X				0.	0.	0.
(566) PAMELA LEE STATE ADVISOR	40.00		X				0.	0.	0.

Total to Part VII, Section A, line 1c

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**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN**

23-7079474

Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)				(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		
(567) VIRGINIA DICKERSON ACCOUNTANT	3.00			X				0.	0.
(568) JEFFREY VICTOR STATE ADVISOR	40.00			X				0.	0.
(569) BECKY TRIMBLE STATE ADVISOR	40.00			X				0.	0.
(570) PAXTON CAVIN STATE ADVISOR	15.00			X				0.	0.
(571) VALERIE MCBANE ACCOUNTANT	4.00			X				0.	0.
(572) RYAN WITZIG STATE ADVISOR	10.00			X				0.	0.
(573) ALEXANDER LOUDEN STATE ADVISOR	40.00			X				0.	0.
(574) HEATHER CARTER ACCOUNTANT	3.00			X				0.	0.
(575) NANCY TAPKEN STATE ADVISOR	5.00			X				0.	0.
(576) NICOLE WILLIS STATE ADVISOR	5.00			X				0.	0.
(577) JON HANSEN STATE ADVISOR	20.00			X				0.	0.
(578) DONNA DAIL STATE ADVISOR	40.00			X				0.	0.
(579) NYKKI CRITZER ACCOUNTANT	1.00			X				0.	0.
(580) JOYCE KEMP STATE ADVISOR	20.00			X				0.	0.
(581) MARTHA GAGNER ACCOUNTANT	2.00			X				0.	0.
(582) KYLE BARBER STATE ADVISOR	40.00			X				0.	0.
(583) TIM PANDEK STATE ADVISOR	10.00			X				0.	0.
(584) TIM PANDEK STATE ADVISOR	10.00			X				0.	0.
(585) EDWARD GROCHOWSKI STATE ADVISOR	30.00			X				0.	0.
(586) JANE SCOTT STATE ADVISOR	5.00			X				0.	0.

Total to Part VII, Section A, line 1c

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**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN**

Form 990

23-7079474

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

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section

4947(a)(1) nonexempt charitable trust.

► Attach to Form 990 or Form 990-EZ.

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

OMB No 1545-0047

2019

Open to Public
Inspection

Name of the organization **DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN** Employer identification number **23-7079474**

Part I Reason for Public Charity Status (All organizations must complete this part) See instructions

The organization is not a private foundation because it is (For lines 1 through 12, check only one box.)

1 A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). 09

2 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ))

3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).

4 A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state:

5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II)

6 A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).

7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)

8 A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.)

9 An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions) Enter the name, city, and state of the college or university

10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.)

11 An organization organized and operated exclusively to test for public safety See section 509(a)(4).

12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g

a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization

f Enter the number of supported organizations _____

g Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. 932021 09-25-19 Schedule A (Form 990 or 990-EZ) 2019

DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,

Schedule A (Form 990 or 990-EZ) 2019 INC. GROUP RETURN

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Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc (see instructions)					12	
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						► <input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f))	14	%
15 Public support percentage from 2018 Schedule A, Part II, line 14	15	%
16a 33 1/3% support test - 2019. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	► <input type="checkbox"/>	
b 33 1/3% support test - 2018. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	► <input type="checkbox"/>	
17a 10% -facts-and-circumstances test - 2019. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization	► <input type="checkbox"/>	
b 10% -facts-and-circumstances test - 2018. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization	► <input type="checkbox"/>	
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions	► <input type="checkbox"/>	

Schedule A (Form 990 or 990-EZ) 2019

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Schedule A (Form 990 or 990-EZ) 2019 INC. GROUP RETURN

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Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	1262183.	1282992.	1307454.	1508275.	1314083.	6674987.
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	22714436.	24722255.	24498630.	27086628.	16606839.	115628788
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	23976619.	26005247.	25806084.	28594903.	17920922.	122303775
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						0.
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0.
c Add lines 7a and 7b						0.
8 Public support. (Subtract line 7c from line 6.)						122303775

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
9 Amounts from line 6	23976619.	26005247.	25806084.	28594903.	17920922.	122303775
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	50,658.	189,911.	130,221.	152,871.	79,899.	603,560.
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	50,658.	189,911.	130,221.	152,871.	79,899.	603,560.
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI)	81,461.	46,912.	218,533.	106,530.	127,589.	581,025.
13 Total support. (Add lines 9, 10c, 11, and 12)	24108738.	26242070.	26154838.	28854304.	18128410.	123488360

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ►

Section C. Computation of Public Support Percentage

15 Public support percentage for 2019 (line 8, column (f), divided by line 13, column (f))	15	99.04	%
16 Public support percentage from 2018 Schedule A, Part III, line 15	16	99.10	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2019 (line 10c, column (f), divided by line 13, column (f))	17	.49	%
18 Investment income percentage from 2018 Schedule A, Part III, line 17	18	.50	%
19a 33 1/3% support tests - 2019. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization			► <input checked="" type="checkbox"/>
b 33 1/3% support tests - 2018. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization			► <input type="checkbox"/>
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions			► <input type="checkbox"/>

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Schedule A (Form 990 or 990-EZ) 2019

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Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.
 1
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).
 2
- 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.
 3a
- b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.
 3b
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.
 3c
- 4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.
 4a
- b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.
 4b
- c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.
 4c
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).
 5a
- b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
 5b
- c Substitutions only. Was the substitution the result of an event beyond the organization's control?
 5c
- 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI.
 6
- 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
 7
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
 8
- 9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI.
 9a
- b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI.
 9b
- c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
 9c
- 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer 10b below.
 10a
- b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)
 10b

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Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?	11a	
b A family member of a person described in (a) above?	11b	
c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.	11c	

Section B. Type I Supporting Organizations

	Yes	No
1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year	1	
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.	2	

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).	1	

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	1	
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).	2	
3 By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.	3	

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).

- a The organization satisfied the Activities Test Complete line 2 below
- b The organization is the parent of each of its supported organizations Complete line 3 below
- c The organization supported a governmental entity Describe in Part VI how you supported a government entity (see instructions)

2 Activities Test. Answer (a) and (b) below.

- a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities

- b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement

3 Parent of Supported Organizations Answer (a) and (b) below.

- a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI.
- b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.

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Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1 Net short-term capital gain	1		
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		
4 Add lines 1 through 3.	4		
5 Depreciation and depletion	5		
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7 Other expenses (see instructions)	7		
8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)			
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors (explain in detail in Part VI)			
2 Acquisition indebtedness applicable to non-exempt-use assets	2		
3 Subtract line 2 from line 1d	3		
4 Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by 035.	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		
Section C - Distributable Amount		Current Year	
1 Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2 Enter 85% of line 1.	2		
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4 Enter greater of line 2 or line 3	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		
7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).			

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Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	
4	Amounts paid to acquire exempt-use assets	
5	Qualified set-aside amounts (prior IRS approval required)	
6	Other distributions (describe in Part VI). See instructions.	
7	Total annual distributions. Add lines 1 through 6	
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions	
9	Distributable amount for 2019 from Section C, line 6	
10	Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2019	(iii) Distributable Amount for 2019
1 Distributable amount for 2019 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2019 (reasonable cause required- explain in Part VI) See instructions			
3 Excess distributions carryover, if any, to 2019			
a From 2014			
b From 2015			
c From 2016			
d From 2017			
e From 2018			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2019 distributable amount			
i Carryover from 2014 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2019 from Section D, line 7 \$			
a Applied to underdistributions of prior years			
b Applied to 2019 distributable amount			
c Remainder Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2019, if any. Subtract lines 3g and 4a from line 2 For result greater than zero, explain in Part VI. See instructions.			
6 Remaining underdistributions for 2019 Subtract lines 3h and 4b from line 1 For result greater than zero, explain in Part VI See instructions			
7 Excess distributions carryover to 2020. Add lines 3j and 4c			
8 Breakdown of line 7			
a Excess from 2015			
b Excess from 2016			
c Excess from 2017			
d Excess from 2018			
e Excess from 2019			

Schedule A (Form 990 or 990-EZ) 2019

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Part VI

Supplemental Information. Provide the explanations required by Part II, line 10, Part II, line 17a or 17b, Part III, line 12, Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c, Part IV, Section B, lines 1 and 2, Part IV, Section C, line 1, Part IV, Section D, lines 2 and 3, Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b, Part V, line 1, Part V, Section B, line 1e, Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

SCHEDULE A, PART III, LINE 12, EXPLANATION FOR OTHER INCOME:

MISCELLANEOUS

2015 AMOUNT: \$ 81,461.

2016 AMOUNT: \$ 46,912.

2017 AMOUNT: \$ 218,533.

2018 AMOUNT: \$ 106,530.

2019 AMOUNT: \$ 127,589.

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 instructions and the latest information.

OMB No. 1545-0047

2019
Open to Public
InspectionName of the organization **DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN**Employer identification number
23-7079474**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?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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).	<input type="checkbox"/> Preservation of land for public use (for example, recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
	<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
	<input type="checkbox"/> 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 Tax 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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)?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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 FASB 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 FASB 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 FASB ASC 958 relating to these items	
a Revenue included on Form 990, Part VIII, line 1	► \$ _____
b Assets included in Form 990, Part X	► \$ _____

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

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Schedule D (Form 990) 2019

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 make significant use of its collection items (check all that apply):

a <input type="checkbox"/> Public exhibition	d <input type="checkbox"/> Loan or exchange program
b <input type="checkbox"/> Scholarly research	e <input type="checkbox"/> Other _____
c <input type="checkbox"/> Preservation for future generations	

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 on 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	651,080.	607,767.	38,358.	37,334.	40,913.
b Contributions		12,175.			733.
c Net investment earnings, gains, and losses	<678. >	34,338.	1,869.	3,144.	508.
d Grants or scholarships	2,000.	3,200.	3,230.	2,120.	4,820.
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	648,402.	651,080.	36,997.	38,358.	37,334.

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

a Board designated or quasi-endowment ► 100.00 %
b Permanent endowment ► .00 %
c Term endowment ► .00 %

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

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

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

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

	(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				
d Equipment				
e Other				

Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10c.) ► 0.

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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. (Col. (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. (Col. (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.

(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 FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII

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Schedule D (Form 990) 2019

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	
2 Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a Net unrealized gains (losses) on investments	2a	
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	
3 Subtract line 2e from line 1	3	
4 Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b Other (Describe in Part XIII.)	4b	
c Add lines 4a and 4b	4c	
5 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	

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	
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	
e Add lines 2a through 2d	2e	
3 Subtract line 2e from line 1	3	
4 Amounts included on Form 990, Part IX, line 25, but not on line 1		
a Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b Other (Describe in Part XIII.)	4b	
c Add lines 4a and 4b	4c	
5 Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	

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

PART V, LINE 4:

IN JUNE OF 2006, STEVEN RHONE, JR., A DECA ALUM WAS KILLED BY A DRUNK DRIVER. DUE TO STEVEN'S POSTIVE AND LIFE CHANGING DECA EXPERIENCE, THE RHONE FAMILY STARTED AN ENDOWMENT FUND FOR WASHINGTON DECA STUDENTS. EACH YEAR, A PORTION OF THE ENDOWMENT IS AWARDED IN SCHOLARSHIPS.

EASTERN MICHIGAN UNIVERSITY FOUNDATION OPENED AN ENDOWMENT FUND TO PROVIDE SUPPORT TO MICHIGAN DECA IF THE STATE OF MICHIGAN DECIDES TO QUIT OR REDUCE FUNDING TO MICHIGAN DECA.

Part XIII **Supplemental Information** *(continued)*

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SCHEDULE I
(Form 990)

Department of the Treasury
Internal Revenue Service

**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

2019

Open to Public
Inspection

Name of the organization **DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN** Employer identification number
23-7079474

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

1 (a) Name and address of organization or government	1 (b) EIN	1 (c) IRC section (if applicable)	1 (d) Amount of cash grant	1 (e) Amount of non-cash assistance	1 (f) Method of valuation (book, FMV, appraisal, other)	1 (g) Description of noncash assistance	1 (h) Purpose of grant or assistance
BEVERLY HILLS HS DECA 241 MORENO DRIVE BEVERLY HILLS, CA 90212	95-6000282	501(C)(3)	9,097.	0.			GENERAL SUPPORT
GRANADA HILLS CHAPTER HIGH SCHOOL DECA - 10535 ZELZAH AVENUE - GRANADA HILLS, CA 91344	94-2175582	501(C)(3)	8,076.	0.			CHAPTER SUPPORT
ARROYO DECA 17532 KINGSTON WAY CASTRY VALLEY, CA 94546	94-1693852	501(C)(3)	7,403.	0.			CHAPTER SUPPORT
MONTA VISTA HIGH SCHOOL DECA 21840 MCCLELLAN ROAD CUPERTINO, CA 95014	77-0296140	501(C)(3)	6,883.	0.			CHAPTER SUPPORT
LYNBBROOK DECA 1280 JOHNSON AVENUE SAN JOSE, CA 95129	77-0363503	501(C)(3)	5,106.	0.			CHAPTER SUPPORT

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ► 5.

3 Enter total number of other organizations listed in the line 1 table ► 0.

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

Schedule I (Form 990) (2019)

DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN

Schedule I (Form 990) (2019)

23-7079474

Page 2

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 non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
SCHOLARSHIPS	786	268,528.	0.		

Part IV **Supplemental Information.** Provide the information required in Part I, line 2, Part III, column (b), and any other additional information

PART I, LINE 2:

CONTRIBUTING STATE DECAS OR FOUNDATION REQUEST THE GRANT RECIPIENT

ORGANIZATIONS TO PROVIDE TIMELY REPORTS ON THE USE OF GRANT FUNDS. \$172,355

IN SCHOLARSHIPS ARE GENERALLY AT \$1,000 OR LESS TO EACH RECIPIENT. THERE IS

NO TRACKING MECHANISM ON HOW THE RECIPIENTS SPEND THE MONEY. ALTHOUGH THE

WERE ALL AWARDED AS SCHOLARSHIPS.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

► Attach to Form 990 or 990-EZ.

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

OMB No 1545-0047

2019

Open to Public
Inspection

Name of the organization

DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN

Employer identification number
23-7079474

FORM 990, PART VI, SECTION A, LINE 2:

SEE BELOW.

FORM 990, PART VI, SECTION A, LINE 6:

DECA INC. IS A MEMBERSHIP ORGANIZATION FOR SECONDARY AND POST-SECONDARY STUDENTS. STUDENT MEMBERS OF A SCHOOL FORM A CHAPTER LED BY THEIR TEACHER CALLED A "CHAPTER ADVISOR". MOST OF THE STATE DEPARTMENTS OF EDUCATION MANAGE OR FACILITATE THE ACTIVITIES OR CHAPTERS WITHIN THEIR OWN STATES. STATE DECA BOARD MEMBERS ARE EITHER DESIGNATED BY THE DEPARTMENT OR ELECTED BY THE DECA CONSTITUENTS. THE IMPORTANT DECISIONS OF THE BOARD REFLECT THE CONSENSUS OF CHAPTER ADVISORS AND DEPARTMENT OFFICERS.

FORM 990, PART VI, SECTION A, LINE 7A:

SEE ABOVE.

FORM 990, PART VI, SECTION A, LINE 7B:

SEE ABOVE.

FORM 990, PART VI, SECTION B, LINE 11B:

THE BOARD OF MANY STATES DECAS REQUIRE BOARD REVIEW AND APPROVAL OF FORM 990 AT ITS COMPLETION.

FORM 990, PART VI, SECTION B, LINE 15:

GOVERNING BODIES OF STATE DECAS ANNUALLY REVIEW SALARY OR COMPENSATION USING COMPARABILITY STUDIES OF SIMILARLY SIZED CORPORATIONS.

Name of the organization	DISTRIBUTIVE EDUCATION CLUBS OF AMERICA, INC. GROUP RETURN
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Employer identification number	23-7079474
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FORM 990, PART VI, SECTION C, LINE 19:

THESE DOCUMENTS AND STATEMENTS ARE AVAILABLE FOR THE PUBLIC INSPECTION UPON REQUEST.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

PRIOR PERIOD ADJUSTMENT RELATED TO EXPENSES -2,218,042.

DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN

Schedule R (Form 990) 2019

23-7079474 Page 2

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 890, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year

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							

**DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN**

Schedule R (Form 990) 2019

23-7079474 Page 3

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)

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
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			

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DISTRIBUTIVE EDUCATION CLUBS OF AMERICA,
INC. GROUP RETURN

Schedule R (Form 990) 2019

INC. GROUP RETURN

23-7079474 Page 4

Page 4

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

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

Schedule R (Form 990) 2019

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Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.