

Form **990-EZ****Short Form****Return of Organization Exempt From Income Tax**

OMB No. 1545-0047

2020**Open to Public Inspection**Department of the Treasury
Internal Revenue Service

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

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

▶ Go to www.irs.gov/Form990EZ for instructions and the latest information.

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A For the 2020 calendar year, or tax year beginning July 1, 2020, and ending June 30, 2021

B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Final return/terminated ☐ Amended return ☐ Application pending	C Name of organization ? Vulcan Employee Development Association		D Employer identification number ? 582063169
	Number and street (or P.O. box if mail is not delivered to street address) ? Room/suite 1200 Urban Center Drive		E Telephone number 205-298-3000
	City or town, state or province, country, and ZIP or foreign postal code Birmingham, AL 35242-2545		F Group Exemption Number ? 04
	G Accounting Method: ☐ Cash ☐ Accrual Other (specify) ▶		H Check ☐ if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF).
I Website: ▶			
J Tax-exempt status (check only one) -- ☐ 501(c)(3) ☒ 501(c) () (insert no) ☐ 4947(a)(1) or ☐ 527			
K Form of organization: ☐ Corporation ☐ Trust ☐ Association ☐ Other			
L Add lines 5b, 6c, and 7b to line 9 to determine gross receipts. If gross receipts are \$200,000 or more, or if total assets (Part II, column (B)) are \$500,000 or more, file Form 990 instead of Form 990-EZ. ▶ \$ 91,758			

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (see the instructions for Part I) ?					
Check if the organization used Schedule O to respond to any question in this Part I ☐					
Revenue	1 Contributions, gifts, grants, and similar amounts received 1 62,280				
	2 Program service revenue including government fees and contracts 2				
	3 Membership dues and assessments 3 29,472				
	4 Investment income 4				
	5a Gross amount from sale of assets other than inventory 5a				
	b Less: cost or other basis and sales expenses 5b				
	c Gain or (loss) from sale of assets other than inventory (subtract line 5b from line 5a) 5c				
	6 Gaming and fundraising events: <table border="0"> <tr> <td>a Gross income from gaming (attach Schedule G if greater than \$15,000) 6a</td> </tr> <tr> <td>b Gross income from fundraising events (not including \$ of contributions from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds \$15,000) 6b</td> </tr> <tr> <td>c Less: direct expenses from gaming and fundraising events 6c</td> </tr> <tr> <td>d Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c) 6d</td> </tr> </table>	a Gross income from gaming (attach Schedule G if greater than \$15,000) 6a	b Gross income from fundraising events (not including \$ of contributions from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds \$15,000) 6b	c Less: direct expenses from gaming and fundraising events 6c	d Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c) 6d
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	b Gross income from fundraising events (not including \$ of contributions from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds \$15,000) 6b				
c Less: direct expenses from gaming and fundraising events 6c					
d Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c) 6d					
7a Gross sales of inventory, less returns and allowances 7a					
b Less: cost of goods sold 7b					
c Gross profit or (loss) from sales of inventory (subtract line 7b from line 7a) 7c					
8 Other revenue (describe in Schedule O) 8					
9 Total revenue. Add lines 1, 2, 3, 4, 5c, 6d, 7c, and 8 9 91,758					
Expenses	10 Grants and similar amounts paid (list in Schedule O) 10				
	11 Benefits paid to or for members 11				
	12 Salaries, other compensation, and employee benefits 12				
	13 Professional fees and other payments to independent contractors 13				
	14 Occupancy, rent, utilities, and maintenance 14				
	15 Printing, publications, postage, and shipping 15				
	16 Other expenses (describe in Schedule O) 16 10,622				
	17 Total expenses. Add lines 10 through 16 17 10,622				
Net Assets	18 Excess or (deficit) for the year (subtract line 17 from line 9) 18 81,386				
	19 Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return) 19 65,967				
	20 Other changes in net assets or fund balances (explain in Schedule O) 20				
	21 Net assets or fund balances at end of year. Combine lines 18 through 20 21 147,103				

For Paperwork Reduction Act Notice, see the separate instructions.

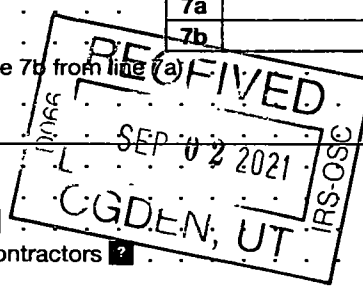
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JUN 21 2022

SCANNED



Check if the organization used Schedule O to respond to any question in this Part II ☐

Check if the organization used Schedule O to respond to any question in this Part IV

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Part V Other Information (Note the Schedule A and personal benefit contract statement requirements in the instructions for Part V.) Check if the organization used Schedule O to respond to any question in this Part V ☐

	Yes	No
33 Did the organization engage in any significant activity not previously reported to the IRS? If "Yes," provide a detailed description of each activity in Schedule O	33	☒
34 Were any significant changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the amended documents if they reflect a change to the organization's name. Otherwise, explain the change on Schedule O. See instructions	34	☒
35a Did the organization have unrelated business gross income of \$1,000 or more during the year from business activities (such as those reported on lines 2, 6a, and 7a, among others)?	35a	☒
b If "Yes" to line 35a, has the organization filed a Form 990-T for the year? If "No," provide an explanation in Schedule O	35b	☒
c Was the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization subject to section 6033(e) notice, reporting, and proxy tax requirements during the year? If "Yes," complete Schedule C, Part III	35c	☒
36 Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N	36	☒
37a Enter amount of political expenditures, direct or indirect, as described in the instructions 37a		
b Did the organization file Form 1120-POL for this year?	37b	☒
38a Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee; or were any such loans made in a prior year and still outstanding at the end of the tax year covered by this return?	38a	☒
b If "Yes," complete Schedule L, Part II, and enter the total amount involved 38b		
39 Section 501(c)(7) organizations. Enter:		
a Initiation fees and capital contributions included on line 9 39a		
b Gross receipts, included on line 9, for public use of club facilities 39b		
40a Section 501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under: section 4911 40a ; section 4912 40a ; section 4955 40a		
b Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year, or did it engage in an excess benefit transaction in a prior year that has not been reported on any of its prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	40b	☒
c Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 40c		
d Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Enter amount of tax on line 40c reimbursed by the organization 40d		
e All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T 40e	40e	☒
41 List the states with which a copy of this return is filed 41		
42a The organization's books are in care of 42a Tenisha Baskerville/Jalesa Wesley Telephone no. 42a 205-298-3000 Located at 42a 1200 Urban Center Drive Birmingham AL ZIP + 4 42a 35242-2545		
b 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)? If "Yes," enter the name of the foreign country 42b	42b	☒
See the instructions for exceptions and filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
c At any time during the calendar year, did the organization maintain an office outside the United States? If "Yes," enter the name of the foreign country 42c	42c	☒
43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041—Check here and enter the amount of tax-exempt interest received or accrued during the tax year 43	43	☐
44a Did the organization maintain any donor advised funds during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ 44a	44a	☒
b Did the organization operate one or more hospital facilities during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ 44b	44b	☒
c Did the organization receive any payments for indoor tanning services during the year? 44c	44c	☒
d If "Yes" to line 44c, has the organization filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O 44d	44d	☒
45a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 45a	45a	☒
b 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," Form 990 and Schedule R may need to be completed instead of Form 990-EZ. See instructions 45b	45b	☒

46 Did the organization engage, directly or indirectly, in political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I

	Yes	No
46		☒

Part VI Section 501(c)(3) Organizations Only

All section 501(c)(3) organizations must answer questions 47–49b and 52, and complete the tables for lines 50 and 51.

Check if the organization used Schedule O to respond to any question in this Part VI ☐

47 Did the organization engage in lobbying activities or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II

	Yes	No
47		

48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E

	Yes	No
48		

49a Did the organization make any transfers to an exempt non-charitable related organization?

	Yes	No
49a		

b If "Yes," was the related organization a section 527 organization?

	Yes	No
49b		

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees, and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None."

(a) Name and title of each employee	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation

f Total number of other employees paid over \$100,000 ▶

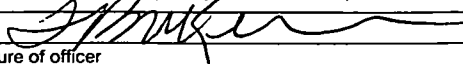
51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None."

(a) Name and business address of each independent contractor	(b) Type of service	(c) Compensation

d Total number of other independent contractors each receiving over \$100,000 ▶

52 Did the organization complete Schedule A? **Note:** All section 501(c)(3) organizations must attach a completed Schedule A ☐ Yes ☐ No

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 ☐	Signature of officer 	Date <u>8-23-21</u>
	Tenisha Baskerville, Treasurer Type or print name and title	

Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
	Firm's name ▶	Firm's EIN ▶			
	Firm's address ▶	Phone no			

May the IRS discuss this return with the preparer shown above? See instructions ☐ Yes ☐ No

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Name of the organization

VULCAN EMPLOYEE DEVELOPMENT ASSOCIATION

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

2020

**Open to Public
Inspection**

Employer identification number

582063169

SEE 'ATTACHMENT A' AND 'ATTACHMENT B' FOR SUPPLEMENTAL INFORMATION