

Form **990**
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
▶ Information about Form 990 and its instructions is at www.irs.gov/form990

OMB No 1545-0047
2016
Open to Public Inspection

A For the 2016 calendar year, or tax year beginning 01-01-2016, and ending 12-31-2016

- B** Check if applicable:
 Address change
 Name change
 Initial return
 Final
 Return/terminated
 Amended return
 Application pending

C Name of organization
National Association of Realtors

Doing business as

Number and street (or P O box if mail is not delivered to street address) Room/suite
430 N Michigan Ave

City or town, state or province, country, and ZIP or foreign postal code
Chicago, IL 60611

D Employer identification number
36-1520690

E Telephone number
(312) 329-8200

G Gross receipts \$ 297,311,262

F Name and address of principal officer
Dale Stinton CEO
430 N Michigan Ave
Chicago, IL 60611

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
If "No," attach a list (see instructions)
H(c) Group exemption number ▶

I Tax-exempt status 501(c)(3) 501(c) (6) ◀ (insert no) 4947(a)(1) or 527

J Website: ▶ www.realtor.org

K Form of organization Corporation Trust Association Other ▶

L Year of formation 1908

M State of legal domicile IL

Part I Summary

1 Briefly describe the organization's mission or most significant activities
The NATIONAL ASSOCIATION OF REALTORS (NAR) provides a facility for professional development & exchange of information among its members and the public in order to preserve rights related to real property

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a)	895
4 Number of independent voting members of the governing body (Part VI, line 1b)	888
5 Total number of individuals employed in calendar year 2016 (Part V, line 2a)	386
6 Total number of volunteers (estimate if necessary)	2,100
7a Total unrelated business revenue from Part VIII, column (C), line 12	7,414,694
7b Net unrelated business taxable income from Form 990-T, line 34	4,407,863

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)		0
9 Program service revenue (Part VIII, line 2g)	202,213,479	207,240,819
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	5,795,040	3,632,830
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	6,135,843	12,672,714
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	214,144,362	223,546,363
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	262,250	551,500
14 Benefits paid to or for members (Part IX, column (A), line 4)		0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	53,863,026	56,251,757
16a Professional fundraising fees (Part IX, column (A), line 11e)		0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	127,509,823	173,860,600
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	181,635,099	230,663,857
19 Revenue less expenses Subtract line 18 from line 12	32,509,263	-7,117,494
	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	302,747,160	304,900,822
21 Total liabilities (Part X, line 26)	128,404,180	142,715,562
22 Net assets or fund balances Subtract line 21 from line 20	174,342,980	162,185,260

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

Signature of officer

JOHN PIERPOINT CFO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name
Nicole Bencik

Preparer's signature
Nicole Bencik

Firm's name ▶ CROWE HORWATH LLP

Firm's address ▶ 225 West Wacker Drive Suite 2600
Chicago, IL 606061224

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
 NAR provides a facility for professional development, research & exchange of information among its members and to the public in order to preserve the right to own, use and transfer real property

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No
 If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No
 If "Yes," describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses \$ including grants of \$) (Revenue \$)
 See Additional Data

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

4c (Code) (Expenses \$ including grants of \$) (Revenue \$)
 See Additional Data

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

4e Total program service expenses ▶ 0

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A		No
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?		No
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	Yes	
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II		
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	Yes	
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I		No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II		No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV		No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	Yes	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII		No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	Yes	
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX		No
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	Yes	
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII		No
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		No
14a Did the organization maintain an office, employees, or agents outside of the United States?		No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	Yes	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	Yes	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV		No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)		No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II		No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		No

Part IV Checklist of Required Schedules (continued)

	Yes	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
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>	Yes	
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		No
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	Yes	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		No
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		No
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		No
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		No
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	Yes	
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		No
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		No
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		No
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		No
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		No
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	Yes	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	Yes	
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	Yes	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		No
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	Yes	

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

Table with columns for question ID, question text, and Yes/No columns. Rows include 1a-1b, 2a-2b, 3a-3b, 4a-4b, 5a-5c, 6a-6b, 7a-7h, 8, 9a-9b, 10a-10b, 11a-11b, 12a-12b, 13a-13c, 14a-14b. Includes numerical entries like 311, 0, 386 and various organizational questions.

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

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

Section A. Governing Body and Management

Table with 4 columns: Question, Yes, No, and a column for numerical answers. Rows include questions about voting members (1a, 1b), family/business relationships (2), delegation of control (3), significant changes (4), asset diversion (5), members/stockholders (6), power to elect (7a, 7b), contemporaneous documentation (8a, 8b), and mailing address (9).

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

Table with 4 columns: Question, Yes, No, and a column for numerical answers. Rows include questions about local chapters (10a, 10b), Form 990 distribution (11a, 11b), conflict of interest policy (12a, 12b, 12c), whistleblower policy (13), document retention (14), compensation review (15a, 15b), and investment/participation (16a, 16b).

Section C. Disclosure

Table with 4 columns: Question, Yes, No, and a column for numerical answers. Rows include listing states (17), public inspection (18), governing documents (19), and books/records (20).

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, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										

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 dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										
1b Sub-Total										
1c Total from continuation sheets to Part VII, Section A										
1d Total (add lines 1b and 1c)							8,259,773	0	437,547	

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 ▶ **169**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual	Yes	
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	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person		No

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
HAVAS MEDIA GROUP 36 E GRAND AVE CHICAGO, IL 60611	MARKETING & COMMUNICATIONS	37,293,719
TARGET SMART COMMUNICATIONS LLC 1115 15TH ST NW SUITE 1000 WASHINGTON, DC 20005	CONSULT & DIRECT MAILINGS SERV	9,369,854
ARNOLD WORLDWIDE LLC 205 HUDSON STREET NEW YORK, NY 10013	REALTOR MARKETING AND BRANDING	7,426,569
COBALT MEDIA GROUP 43 N POWERLINE RD SUITE532 POMPANO BEACH, FL 33069	MARKETING CONSULTANTS	1,967,884
ARISTOTLE INTERNATIONAL INC 205 PENNSYLVANIA AVE SE WASHINGTON, DC 20003	TECHNOLOGY & DATA	1,566,755

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 ▶ **99**

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	1a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e				
	f All other contributions, gifts, grants, and similar amounts not included above	1f				
	g Noncash contributions included in lines 1a-1f \$ _____					
	h Total. Add lines 1a-1f		0			
Program Service Revenue		Business Code				
	2a MEMBER DUES	900099	182,424,376	182,424,376		
	b CONVENTIONS	900099	10,742,766	10,742,766		
	c ADVERTISING & SUBSCRIPTIONS	541800	6,455,041		6,455,041	
	d GOVERNMENT AFFAIRS	900099	3,869,657	3,869,657		
	e PUBLICATIONS & SERV MATERIALS	900099	586,860	586,860		
	f All other program service revenue		3,162,119	3,162,119	0	
	g Total. Add lines 2a-2f		207,240,819		0	
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		4,319,676		4,319,676	
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties		3,395,909		3,395,909	
	6a Gross rents	(i) Real				
		6,612,484				
		b Less rental expenses	6,645,739			
		c Rental income or (loss)	-33,255	0		
	d Net rental income or (loss)		-33,255		-33,255	
	7a Gross amount from sales of assets other than inventory	(i) Securities				
		62,185,993	4,246,321			
		b Less cost or other basis and sales expenses	62,800,303	4,318,857		
		c Gain or (loss)	-614,310	-72,536		
	d Net gain or (loss)		-686,846		-686,846	
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a				
	b Less direct expenses	b				
c Net income or (loss) from fundraising events						
9a Gross income from gaming activities See Part IV, line 19	a					
b Less direct expenses	b					
c Net income or (loss) from gaming activities						
10a Gross sales of inventory, less returns and allowances	a					
b Less cost of goods sold	b					
c Net income or (loss) from sales of inventory						
Miscellaneous Revenue	Business Code					
11a INCOME FROM CONTROLLED ENTITIES	900003	354,929		354,929		
b INCOME FROM CONTROLLED ENTITIES - ROYALTIES	900003	535,551		535,551		
c INCOME FROM LEGAL SETTLEMENT	900099	7,800,000	7,800,000			
d All other revenue		619,580	550,407	69,173	0	
e Total. Add lines 11a-11d		9,310,060				
12 Total revenue. See Instructions		223,546,363	209,136,185	7,414,694	6,995,484	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	551,500			
2 Grants and other assistance to domestic individuals See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, line 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	4,864,111			
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	41,083,089			
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	3,148,063			
9 Other employee benefits	4,481,058			
10 Payroll taxes	2,675,436			
11 Fees for services (non-employees)				
a Management				
b Legal	571,376			
c Accounting	339,904			
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees	360,437			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	46,181,641	0	0	0
12 Advertising and promotion	32,294,155			
13 Office expenses	9,698,226			
14 Information technology	7,603,110			
15 Royalties				
16 Occupancy	341,539			
17 Travel	8,780,925			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	10,187,207			
20 Interest	195,060			
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	2,750,641			
23 Insurance	2,037,671			
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a PUBLIC POLICY EXPENSES	30,128,358			
b TAXES	4,354,560			
c MAINTENANCE AND REPAIRS	2,710,322			
d REALTOR MEMBER SUBSCRIPTIONS	11,895,063			
e All other expenses	3,430,405	0	0	0
25 Total functional expenses. Add lines 1 through 24e	230,663,857	0	0	0
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				
Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing		1	
	2 Savings and temporary cash investments	70,665,027	2	73,214,485
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	2,705,028	4	3,017,130
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L	0	5	0
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6	0
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	3,221,001	9	3,919,930
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	153,698,979		
	b Less accumulated depreciation	96,255,966		
	11 Investments—publicly traded securities	100,911,440	11	88,046,034
	12 Investments—other securities See Part IV, line 11	5,697,903	12	5,475,233
	13 Investments—program-related See Part IV, line 11	50,897,948	13	58,159,615
	14 Intangible assets	5,147,873	14	9,298,700
	15 Other assets See Part IV, line 11	5,655,631	15	6,326,682
16 Total assets. Add lines 1 through 15 (must equal line 34)	302,747,160	16	304,900,822	
Liabilities	17 Accounts payable and accrued expenses	50,124,140	17	58,180,080
	18 Grants payable		18	
	19 Deferred revenue	63,590,255	19	71,375,545
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties	12,250,000	24	10,500,000
	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	2,439,785	25	2,659,937
	26 Total liabilities. Add lines 17 through 25	128,404,180	26	142,715,562
Net Assets or Fund Balances	27 Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. Unrestricted net assets	174,342,980	27	162,185,260
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	30 Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34. Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	174,342,980	33	162,185,260
	34 Total liabilities and net assets/fund balances	302,747,160	34	304,900,822

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	223,546,363
2	Total expenses (must equal Part IX, column (A), line 25)	2	230,663,857
3	Revenue less expenses Subtract line 2 from line 1	3	-7,117,494
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	174,342,980
5	Net unrealized gains (losses) on investments	5	3,613,180
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-8,653,406
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	162,185,260

Part XII Financial Statements and Reporting

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

	Yes	No
<p>1 Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O</p>		
<p>2a Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>	2a	No
<p>b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>	2b	Yes
<p>c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O</p>	2c	Yes
<p>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?</p>	3a	No
<p>b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits</p>	3b	

Additional Data

Software ID: 16000421

Software Version: 2016v3.0

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Name: National Association of Realtors

Form 990 (2016)

Form 990, Part III, Line 4a:

WORKING FOR AMERICA'S PROPERTY OWNERS, THE NATIONAL ASSOCIATION PROVIDES A FACILITY FOR PROFESSIONAL DEVELOPMENT, RESEARCH AND EXCHANGE OF INFORMATION AMONG ITS MEMBERS AND TO THE PUBLIC AND GOVERNMENT FOR THE PURPOSE OF PRESERVING THE FREE ENTERPRISE SYSTEM AND THE RIGHT TO OWN REAL PROPERTY

Form 990, Part III, Line 4b:

NAR PROMOTES HIGH STANDARDS OF CONDUCT IN THE TRANSACTION OF REAL ESTATE BUSINESS AND HELPS TO ENSURE THAT THE PUBLIC RECOGNIZES THAT REALTORS ADHERE TO A STRICT CODE OF ETHICS NAR'S CONSUMER ADVERTISING CAMPAIGN DELIVERED POWERFUL MESSAGES TO NATIONAL AUDIENCES THROUGH COMPREHENSIVE MEDIA PROMOTIONS ENDORSING THE BENEFITS OF USING A REALTOR AND COUNTERING NEGATIVE HOUSING MARKET MESSAGES THE FOCUS OF THE PROGRAM IS TO HELP STATE AND LOCAL REALTOR ASSOCIATIONS TELL BUYERS AND SELLERS ABOUT THE OPPORTUNITIES IN A CHALLENGING HOUSING MARKET THE PROGRAM IS DESIGNED TO HELP REALTORS GENERATE AUTHENTIC OPTIMISM WITH CONSUMERS

Form 990, Part III, Line 4c:

NAR PROVIDES A BROAD-BASED PERSPECTIVE ON THE VALUE OF REAL PROPERTY OWNERSHIP AND THE IMPACT ON FAMILIES, COMMUNITIES AND SOCIETY ACCORDINGLY, NAR CONTINUES TO SUPPORT PUBLIC POLICY ISSUES THAT ENHANCE HOUSING AFFORDABILITY AND THE AVAILABILITY FOR PEOPLE OF ALL BACKGROUNDS AND INCOME LEVELS TO OBTAIN HOME OWNERSHIP THE ASSOCIATION'S WEBSITES, REALTOR.COM AND HOUSELOGIC.COM, ARE COMPANION WEBSITES FOR CONSUMERS, WHICH FEATURE INFORMATION ABOUT THE VALUE OF PROPERTY OWNERSHIP, ALLOW CONSUMERS TO DO THEIR OWN RESEARCH, AND HELP BUYERS AND SELLERS FIND REALTORS

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(D)	(E)	(F)
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee			
TOM SALOMONE NAR PRESIDENT	30 0	X		X			331,564	0	0
BILL BROWN PRESIDENT - ELECT	30 0	X		X			220,664	0	0
ELIZABETH MENDENHALL FIRST VICE PRESIDENT	30 0	X		X			167,070	0	0
MICHAEL MCGREW NAR TREASURER	30 13	X		X			185,195	0	0
CHRIS POLYCHRON IMMEDIATE PAST PRESIDENT	30 0	X		X			169,050	0	0
WILLIAM ARMSTRONG DIRECTOR	0 5	X					0	0	0
SHARON MILLETT DIRECTOR	0 5	X					0	0	0
RICHARD MENDENHALL DIRECTOR	0 5	X					0	0	0
REBECCA THOMSON DIRECTOR	0 5	X					0	0	0
SHERRI SOUZA DIRECTOR	0 5	X					0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LORRAINE ABERCROMBIE DIRECTOR	0.5 0	X						0	0	0
JESSE ACEVEDO DIRECTOR	0.5 0	X						0	0	0
CHERYL ACKER DIRECTOR	0.5 0	X						0	0	0
ROBERT ADAMSON DIRECTOR	0.5 0	X						0	0	0
KOKI ADASI DIRECTOR	0.5 0	X						0	0	0
KIMBERLY ALLARD DIRECTOR	0.5 0	X						0	0	0
YVETTE ALLEN DIRECTOR	0.5 0	X						0	0	0
SCOTT ALLISON DIRECTOR	0.5 0	X						0	0	0
MOANA ANDERSEN DIRECTOR	0.5 0	X						0	0	0
CHRIS ANDERSON DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PATRICIA ANGLERO DIRECTOR	0 5	X						0	0	0
FRANK ANTHONY DIRECTOR	0 5	X						0	0	0
ENNIS ANTOINE DIRECTOR	0 5	X						0	0	0
MARTHA APPEL DIRECTOR	0 5	X						0	0	0
RICARDO ARCHILA SOMOZA DIRECTOR	0 5	X						0	0	0
CINDY ARIOSIA DIRECTOR	0 5	X						0	0	0
LORRAINE ARORA DIRECTOR	0 5	X						0	0	0
ADRIAN ARRIAGA DIRECTOR	0 5	X						0	0	0
MARIO ARRIAGA DIRECTOR	0 5	X						0	0	0
RYAN ASAO DIRECTOR	0 5	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DONALD ASHER DIRECTOR	0.5 0	X						0	0	0
WILLIAM ASHKER DIRECTOR	0.5 0	X						0	0	0
CAROLYN AUGUR DIRECTOR	0.5 0	X						0	0	0
PAULINE AUNGER DIRECTOR	0.5 0	X						0	0	0
BRUCE AYDT DIRECTOR	0.5 0	X						0	0	0
DOUGLAS AZARIAN DIRECTOR	0.5 0	X						0	0	0
KIM BACSO DIRECTOR	0.5 0	X						0	0	0
COLLEEN BADAGLIACCO DIRECTOR	0.5 0	X						0	0	0
AHMED BADAT DIRECTOR	0.5 0	X						0	0	0
ROBERT BAILEY DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DEBORAH BAISDEN DIRECTOR	0.5 0	X						0	0	0
JAN BAKER DIRECTOR	0.5 0	X						0	0	0
JOAN BALLANTYNE DIRECTOR	0.5 0	X						0	0	0
CHRISTINA BANASIAK DIRECTOR	0.5 0	X						0	0	0
ANDREW BARBAR DIRECTOR	0.5 0	X						0	0	0
MICHAEL BARBARO DIRECTOR	0.5 0	X						0	0	0
DAVID BARBER DIRECTOR	0.5 0	X						0	0	0
MELANIE BARKER DIRECTOR	0.5 0	X						0	0	0
JEFF BARNETT DIRECTOR	0.5 0	X						0	0	0
SHARON BARRON DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN BARRY DIRECTOR	0.5 0	X						0	0	0
EDWARD BARSKI DIRECTOR	0.5 0	X						0	0	0
ALLISON BARTHOLOMEW DIRECTOR	0.5 0	X						0	0	0
KEVIN BATDORF DIRECTOR	0.5 0	X						0	0	0
TRAY BATES DIRECTOR	0.5 0	X						0	0	0
GAROLD BAUER DIRECTOR	0.5 0	X						0	0	0
MARY BAYAT DIRECTOR	0.5 0	X						0	0	0
CHRISTOPHER BEADLING DIRECTOR	0.5 0	X						0	0	0
SCOTT BEAUDRY DIRECTOR	0.5 0	X						0	0	0
MICHAEL BECKER DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CAMI BECKLEY DIRECTOR	0.5 0	X						0	0	0
SANDY BEDNAR DIRECTOR	0.5 0	X						0	0	0
NATHAN BELL DIRECTOR	0.5 0	X						0	0	0
MALCOLM BENNETT DIRECTOR	0.5 0	X						0	0	0
RICHARD BERGDAHL DIRECTOR	0.5 0	X						0	0	0
TOM BERGE JR DIRECTOR	0.5 0	X						0	0	0
ALLYSON BERNARD DIRECTOR	0.5 0	X						0	0	0
RUSSELL BERRY DIRECTOR	0.5 0	X						0	0	0
MICHAEL BINDMAN DIRECTOR	0.5 0	X						0	0	0
CHRISTOPHER BISHOP DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LARRY BLACK DIRECTOR	0.5 0	X						0	0	0
THOMAS BLANCHARD DIRECTOR	0.5 0	X						0	0	0
ANNIE BLATZ DIRECTOR	0.5 0	X						0	0	0
WILLIAM BOATMAN DIRECTOR	0.5 0	X						0	0	0
SHADRICK BOGANY DIRECTOR	0.5 0	X						0	0	0
BRADLEY BOLAND DIRECTOR	0.5 0	X						0	0	0
BECKWITH BOLLE DIRECTOR	0.5 0	X						0	0	0
CHARLES BONFIGLIO DIRECTOR	0.5 0	X						0	0	0
EUGENIA BONILLA DIRECTOR	0.5 0	X						0	0	0
STEPHEN BOOTH DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
RUSSELL BOOTH DIRECTOR	0.5 0	X						0	0	0
CRAIG BORNER DIRECTOR	0.5 0	X						0	0	0
MARIANNE BORNHOFT DIRECTOR	0.5 0	X						0	0	0
DOROTHY BOTSOE DIRECTOR	0.5 0	X						0	0	0
CARLTON BOUJAI DIRECTOR	0.5 0	X						0	0	0
KATHRYN BOVARD DIRECTOR	0.5 0	X						0	0	0
MONTIE BOX DIRECTOR	0.5 0	X						0	0	0
J RUSSELL BOYCE DIRECTOR	0.5 0	X						0	0	0
DARYL BRAHAM DIRECTOR	0.5 0	X						0	0	0
H GENE BRAKE DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JENNIFER BRANCHINI DIRECTOR	0.5 0	X						0	0	0
RYAN BRASHEAR DIRECTOR	0.5 0	X						0	0	0
PAUL BREUNICH DIRECTOR	0.5 0	X						0	0	0
MAREN BRISSON DIRECTOR	0.5 0	X						0	0	0
DANNY BROCK DIRECTOR	0.5 0	X						0	0	0
MIKE BRODIE DIRECTOR	0.5 0	X						0	0	0
FRAN BROUDE DIRECTOR	0.5 0	X						0	0	0
SHEILA BROWER DIRECTOR	0.5 0	X						0	0	0
STEVEN BROWN DIRECTOR	0.5 0	X						0	0	0
ERIN BROWN DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DIANE BROWN DIRECTOR	0.5 0	X						0	0	0
KEVIN BROWN DIRECTOR	0.5 0	X						0	0	0
DAWN BROWN DIRECTOR	0.5 0	X						0	0	0
LEIGH BROWN DIRECTOR	0.5 0	X						0	0	0
MICHAEL BROWNELL DIRECTOR	0.5 0	X						0	0	0
THEODORE BRYANT DIRECTOR	0.5 0	X						0	0	0
CINDI BULLA DIRECTOR	0.5 0	X						0	0	0
WENDELL BULLARD DIRECTOR	0.5 0	X						0	0	0
JUDITH BUNDSCHUH DIRECTOR	0.5 0	X						0	0	0
ANDREW BURKE DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARY FRANCES BURLESON DIRECTOR	0.5 0	X						0	0	0
DAVID BURNETT DIRECTOR	0.5 0	X						0	0	0
KENYA BURRELL DIRECTOR	0.5 0	X						0	0	0
SCOTT CABALLERO DIRECTOR	0.5 0	X						0	0	0
ROBERT CALDWELL DIRECTOR	0.5 0	X						0	0	0
CINDY CALLAIS DIRECTOR	0.5 0	X						0	0	0
PAT CALLAN DIRECTOR	0.5 0	X						0	0	0
LINDA CALLICUTT DIRECTOR	0.5 0	X						0	0	0
SARA CALO DIRECTOR	0.5 0	X						0	0	0
NANCY CARDONE DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHRISTINA CARDONE DIRECTOR	0.5 0	X						0	0	0
DOMINIC CARDONE DIRECTOR	0.5 0	X						0	0	0
CYNTHIA CARLEY DIRECTOR	0.5 0	X						0	0	0
JANET CARPENTER DIRECTOR	0.5 0	X						0	0	0
DOUGLAS CARPENTER DIRECTOR	0.5 0	X						0	0	0
DAWN CARPENTER DIRECTOR	0.5 0	X						0	0	0
ALBERTO CARRILLO DIRECTOR	0.5 0	X						0	0	0
ADORNA CARROLL DIRECTOR	0.5 0	X						0	0	0
STEPHEN CASPER DIRECTOR	0.5 0	X						0	0	0
MEG CASPER DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former		
JOHN CASTELLI DIRECTOR	05 0	X						0	0
OTTO CATRINA DIRECTOR	05 0	X						0	0
DEBRA CHAMBERLAIN DIRECTOR	05 0	X						0	0
CINDY CHANDLER DIRECTOR	05 0	X						0	0
LORI CHAPMAN DIRECTOR	05 0	X						0	0
CHRISTINE CHASE DIRECTOR	05 0	X						0	0
SOCAR CHATMON-THOMAS DIRECTOR	05 0	X						0	0
WILLIAM CHEE DIRECTOR	05 0	X						0	0
RICHARD CHITTAM DIRECTOR	05 0	X						0	0
MARK CHRISTOPHERSON DIRECTOR	05 0	X						0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DALE CHUMBLEY DIRECTOR	0.5 0	X						0	0	0
NANCY CLANCY DIRECTOR	0.5 0	X						0	0	0
KEN CLARK DIRECTOR	0.5 0	X						0	0	0
QUINCY CLAYTON DIRECTOR	0.5 0	X						0	0	0
VICKI CLEMAN DIRECTOR	0.5 0	X						0	0	0
CHRISTINA CLEMANS DIRECTOR	0.5 0	X						0	0	0
MATT CLEMENTS DIRECTOR	0.5 0	X						0	0	0
PADDY COAN DIRECTOR	0.5 0	X						0	0	0
MICHAEL COBB DIRECTOR	0.5 0	X						0	0	0
SHANNON COBB EVANS DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
RITA COFFEY DIRECTOR	0.5 0	X						0	0	0
JAMES COLEY DIRECTOR	0.5 0	X						0	0	0
MARI COLGAN DIRECTOR	0.5 0	X						0	0	0
ALVIN COLLINS DIRECTOR	0.5 0	X						0	0	0
PAT COMBS DIRECTOR	0.5 0	X						0	0	0
CATHY CONEWAY DIRECTOR	0.5 0	X						0	0	0
MICHAEL CONNOLLY DIRECTOR	0.5 0	X						0	0	0
ANTONIA CONNORS DIRECTOR	0.5 0	X						0	0	0
VIRGINIA COOK DIRECTOR	0.5 0	X						0	0	0
SHANE COOK DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SHELLY COOPER DIRECTOR	0.5 0	X						0	0	0
RONALD COOPER DIRECTOR	0.5 0	X						0	0	0
BRIAN COPELAND DIRECTOR	0.5 0	X						0	0	0
JASON COPEMAN DIRECTOR	0.5 0	X						0	0	0
LAURA COPERSINO DIRECTOR	0.5 0	X						0	0	0
NIKKI COPPA DIRECTOR	0.5 0	X						0	0	0
TONYA CORDER DIRECTOR	0.5 0	X						0	0	0
JAMES CORMIER DIRECTOR	0.5 0	X						0	0	0
JOAN COTA DIRECTOR	0.5 0	X						0	0	0
JUDY COVINGTON DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DAVID COX DIRECTOR	0.5 0	X						0	0	0
VICKI COX GOLDER DIRECTOR	0.5 0	X						0	0	0
MIKE CRADDOCK DIRECTOR	0.5 0	X						0	0	0
TOMMIE CRISWELL DIRECTOR	0.5 0	X						0	0	0
DENNIS CRONK DIRECTOR	0.5 0	X						0	0	0
JEAN CROSBY DIRECTOR	0.5 0	X						0	0	0
KAREN CROWSON DIRECTOR	0.5 0	X						0	0	0
TIFFANY CURRY DIRECTOR	0.5 0	X						0	0	0
DONNA CUSSON DIRECTOR	0.5 0	X						0	0	0
CAROLYN DAGOSTA DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PATRICK DALESSANDRO DIRECTOR	0.5 0	X						0	0	0
THOMAS DALEY DIRECTOR	0.5 0	X						0	0	0
DAVE DALZELL DIRECTOR	0.5 0	X						0	0	0
JOSEPH D'AMATO DIRECTOR	0.5 0	X						0	0	0
SANDY DARLING DIRECTOR	0.5 0	X						0	0	0
WINNIE DAVIS DIRECTOR	0.5 0	X						0	0	0
KENNETH DAVIS DIRECTOR	0.5 0	X						0	0	0
FRAN DAVIS DIRECTOR	0.5 0	X						0	0	0
ARLENE DAVIS DIRECTOR	0.5 0	X						0	0	0
ANITA DAVIS DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KIMBERLY DAWSON DIRECTOR	0.5 0	X						0	0	0
JOHN DE SOUZA DIRECTOR	0.5 0	X						0	0	0
ANNE MARIE DECATSYE DIRECTOR	0.5 0	X						0	0	0
ALLAN DECHERT DIRECTOR	0.5 0	X						0	0	0
ANN DEFRIES DIRECTOR	0.5 0	X						0	0	0
JOSIE DEGRUSHA DIRECTOR	0.5 0	X						0	0	0
CHRISTINE DEL VECCHIO DIRECTOR	0.5 0	X						0	0	0
MICHAEL DELEON DIRECTOR	0.5 0	X						0	0	0
JULIE DELORENZO DIRECTOR	0.5 0	X						0	0	0
PETER DEMIDOVICH DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARTHA DENT DIRECTOR	0.5 0	X						0	0	0
MATTHEW DEUITCH DIRECTOR	0.5 0	X						0	0	0
ROBIN DICKSON DIRECTOR	0.5 0	X						0	0	0
MATT DIFANIS DIRECTOR	0.5 0	X						0	0	0
MICHAEL DIMELLA DIRECTOR	0.5 0	X						0	0	0
DEANNA DIPO DIRECTOR	0.5 0	X						0	0	0
DIANE DISBROW DIRECTOR	0.5 0	X						0	0	0
PAUL DIZMANG DIRECTOR	0.5 0	X						0	0	0
LORI DOERFLER DIRECTOR	0.5 0	X						0	0	0
HARRIETTE DOGGETT DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN DOHM DIRECTOR	0.5 0	X						0	0	0
PATRICIA DOWTIN DIRECTOR	0.5 0	X						0	0	0
MIKE DREWS DIRECTOR	0.5 0	X						0	0	0
AARON DRUSSEL DIRECTOR	0.5 0	X						0	0	0
ELIZABETH DUENAS DIRECTOR	0.5 0	X						0	0	0
SHELLY DUNCAN DIRECTOR	0.5 0	X						0	0	0
RANDY DURHAM DIRECTOR	0.5 0	X						0	0	0
DAVID DWECK DIRECTOR	0.5 0	X						0	0	0
CHRISTINE DWIGGINS DIRECTOR	0.5 0	X						0	0	0
LINDA DWYER DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARY DYKSTRA DIRECTOR	0.5 0	X						0	0	0
RACHEL EAMES DIRECTOR	0.5 0	X						0	0	0
ROBERT EBY DIRECTOR	0.5 0	X						0	0	0
MARTIN EDWARDS DIRECTOR	0.5 0	X						0	0	0
HOWARD ELFMAN DIRECTOR	0.5 0	X						0	0	0
BRUCE ELLIOTT DIRECTOR	0.5 0	X						0	0	0
ROBERT ELROD DIRECTOR	0.5 0	X						0	0	0
STUART ELSEA DIRECTOR	0.5 0	X						0	0	0
JP ENDRES DIRECTOR	0.5 0	X						0	0	0
LISBETH ENGLISH DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ROBINA ENGLISH DIRECTOR	0.5 0	X						0	0	0
BELINDA EPPS DIRECTOR	0.5 0	X						0	0	0
JAMES EVANS DIRECTOR	0.5 0	X						0	0	0
PAUL EVERSON DIRECTOR	0.5 0	X						0	0	0
CAROL FACCIPONTI DIRECTOR	0.5 0	X						0	0	0
TREASURE FAIRCLOTH DIRECTOR	0.5 0	X						0	0	0
CAREY FARMER DIRECTOR	0.5 0	X						0	0	0
DON FAUGHT DIRECTOR	0.5 0	X						0	0	0
MICHAEL FAULKNER DIRECTOR	0.5 0	X						0	0	0
MICHAEL FELDMAN DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHRISTOPHER FELIX DIRECTOR	0 5 0	X						0	0	0
LINDA FERCODINI DIRECTOR	0 5 0	X						0	0	0
JORGE FERNANDEZ DIRECTOR	0 5 0	X						0	0	0
DAVID FIALK DIRECTOR	0 5 0	X						0	0	0
DAPHNA FIELDS DIRECTOR	0 5 0	X						0	0	0
RICHARD FIORETTI DIRECTOR	0 5 0	X						0	0	0
STEVEN FISCHER DIRECTOR	0 5 0	X						0	0	0
DEB FISHER DIRECTOR	0 5 0	X						0	0	0
DREW FISHMAN DIRECTOR	0 5 0	X						0	0	0
PATRICIA FITZGERALD DIRECTOR	0 5 0	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former		
BONNIE FITZGERALD DIRECTOR	0.5 0	X						0	0
PATRICIA FITZPATRICK DIRECTOR	0.5 0	X						0	0
ASA FLEMING DIRECTOR	0.5 0	X						0	0
JOHN FLOR DIRECTOR	0.5 0	X						0	0
SUE FLUCKE DIRECTOR	0.5 0	X						0	0
NORMAN FLYNN DIRECTOR	0.5 0	X						0	0
CONNIE FOGLE DIRECTOR	0.5 0	X						0	0
JEFF FOO DIRECTOR	0.5 0	X						0	0
CLAIRE FORCIER-ROWE DIRECTOR	0.5 0	X						0	0
MICHAEL FORD DIRECTOR	0.5 0	X						0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KATHLEEN FOWLER DIRECTOR	0 5 0	X						0	0	0
BARBARA FOX DIRECTOR	0 5 0	X						0	0	0
MAUREEN FRANCIS DIRECTOR	0 5 0	X						0	0	0
VIRGIL FRIZZELL DIRECTOR	0 5 0	X						0	0	0
ANJANETTE FRYE DIRECTOR	0 5 0	X						0	0	0
RICHARD FRYER DIRECTOR	0 5 0	X						0	0	0
VICKI FULLERTON DIRECTOR	0 5 0	X						0	0	0
JOSEPH FUNKHOUSER DIRECTOR	0 5 0	X						0	0	0
WILLIAM FURST DIRECTOR	0 5 0	X						0	0	0
BRANDI GABBARD DIRECTOR	0 5 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PETE GALBRAITH DIRECTOR	0.5 0	X						0	0	0
DAVID GALLUS DIRECTOR	0.5 0	X						0	0	0
EVA GARCIA DIRECTOR	0.5 0	X						0	0	0
FERNANDO GARCIA ERVITI DIRECTOR	0.5 0	X						0	0	0
EDMUND GARDNER DIRECTOR	0.5 0	X						0	0	0
RYAN GATTERMEIR DIRECTOR	0.5 0	X						0	0	0
ANNE GAULT DIRECTOR	0.5 0	X						0	0	0
RICHARD GAYLORD DIRECTOR	0.5 0	X						0	0	0
MARJORIE GENOVA DIRECTOR	0.5 0	X						0	0	0
JASON GENTRY DIRECTOR	0.5 0	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
BRENDA GHIBAUDI DIRECTOR	0.5 0	X						0	0	0
ERIC GIBBS SR DIRECTOR	0.5 0	X						0	0	0
SCOTT GIESER DIRECTOR	0.5 0	X						0	0	0
DEBRA GISRIEL DIRECTOR	0.5 0	X						0	0	0
TG GLAZER DIRECTOR	0.5 0	X						0	0	0
KIMBERLY GLEASON DIRECTOR	0.5 0	X						0	0	0
STEVE GODDARD DIRECTOR	0.5 0	X						0	0	0
ART GODI DIRECTOR	0.5 0	X						0	0	0
JOHN GOEDE DIRECTOR	0.5 0	X						0	0	0
JAY GOHIL DIRECTOR	0.5 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
THOMAS GONGAWARE DIRECTOR	0.5 0	X						0	0	0
FRANK GOODALE DIRECTOR	0.5 0	X						0	0	0
MICHAEL GORDON DIRECTOR	0.5 0	X						0	0	0
GREGORY GOSELIN DIRECTOR	0.5 0	X						0	0	0
GEORGE GRABENHORST DIRECTOR	0.5 0	X						0	0	0
JARROD GRASSO DIRECTOR	0.5 0	X						0	0	0
JEFF GREBE DIRECTOR	0.5 0	X						0	0	0
ROBIN GREENBERG DIRECTOR	0.5 0	X						0	0	0
DEBRA GREENE DIRECTOR	0.5 0	X						0	0	0
SUMMER GREENE DIRECTOR	0.5 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KAREN GREENWOOD DIRECTOR	05 0	X						0	0	0
FRANCOIS GREGOIRE DIRECTOR	05 0	X						0	0	0
CAROL GRIFFITH DIRECTOR	05 0	X						0	0	0
DAVID GRIFFITH DIRECTOR	05 0	X						0	0	0
ELAINE GRILL DIRECTOR	05 0	X						0	0	0
RUSSELL GROOMS DIRECTOR	05 0	X						0	0	0
BARRY GROOMS DIRECTOR	05 0	X						0	0	0
REBECCA GROSSMAN DIRECTOR	05 0	X						0	0	0
JORGE LUIS GUERRA JR DIRECTOR	05 0	X						0	0	0
MAX GURVITCH DIRECTOR	05 0	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CARLOS GUTIERREZ DIRECTOR	0.5 0	X						0	0	0
WARREN HABIB DIRECTOR	0.5 0	X						0	0	0
STEFANIE HAHN DIRECTOR	0.5 0	X						0	0	0
MELISSA HAILEY DIRECTOR	0.5 0	X						0	0	0
JAMES HAISLER DIRECTOR	0.5 0	X						0	0	0
KIT HALE DIRECTOR	0.5 0	X						0	0	0
BOB HALE DIRECTOR	0.5 0	X						0	0	0
RANDALL HALL DIRECTOR	0.5 0	X						0	0	0
MATTHEW HALPERIN DIRECTOR	0.5 0	X						0	0	0
CINDY HAMANN DIRECTOR	0.5 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JIM HAMILTON DIRECTOR	0.5 0	X						0	0	0
JOE HANAUER DIRECTOR	0.5 0	X						0	0	0
WILLIAM HANLEY DIRECTOR	0.5 0	X						0	0	0
DAVID HANNA DIRECTOR	0.5 0	X						0	0	0
HOWARD HANNA DIRECTOR	0.5 0	X						0	0	0
CHRISTINE HANSEN DIRECTOR	0.5 0	X						0	0	0
ROBERT HARMAN DIRECTOR	0.5 0	X						0	0	0
CHUCK HARRIS DIRECTOR	0.5 0	X						0	0	0
DONALD HARRIS DIRECTOR	0.5 0	X						0	0	0
ELIZABETH HARRIS DIRECTOR	0.5 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN HARRISON DIRECTOR	0.5 0	X						0	0	0
MARGARET HARTMAN DIRECTOR	0.5 0	X						0	0	0
KERRI HARTNETT DIRECTOR	0.5 0	X						0	0	0
GAIL HARTNETT DIRECTOR	0.5 0	X						0	0	0
GEORGE HARVEY DIRECTOR	0.5 0	X						0	0	0
DANIEL HATFIELD DIRECTOR	0.5 0	X						0	0	0
MARCENE HEDAYATI DIRECTOR	0.5 0	X						0	0	0
AMY HEDGECOCK DIRECTOR	0.5 0	X						0	0	0
SALLY HEIMBROOK DIRECTOR	0.5 0	X						0	0	0
MEREDITH HELD DIRECTOR	0.5 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DORCAS HELFANT-BROWNING DIRECTOR	0.5 0	X						0	0	0
GLENN HELLYER DIRECTOR	0.5 0	X						0	0	0
RODNEY HELM DIRECTOR	0.5 0	X						0	0	0
JAMES HELSEL DIRECTOR	0.5 0	X						0	0	0
SUSAN HELSINGER DIRECTOR	0.5 0	X						0	0	0
PAUL HENDRIKS DIRECTOR	0.5 0	X						0	0	0
GREGORY HERB DIRECTOR	0.5 0	X						0	0	0
DOROTHY HERMAN DIRECTOR	0.5 0	X						0	0	0
JOHN HERRING DIRECTOR	0.5 0	X						0	0	0
CONNIE HETTINGA DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MAX HILL DIRECTOR	0.5 0	X						0	0	0
JEFFREY HILL DIRECTOR	0.5 0	X						0	0	0
JEFFREY HOFFMAN DIRECTOR	0.5 0	X						0	0	0
JOHN HOOPS DIRECTOR	0.5 0	X						0	0	0
STEPHEN HOOVER DIRECTOR	0.5 0	X						0	0	0
TOM HORMEL DIRECTOR	0.5 0	X						0	0	0
JOHN HORNING DIRECTOR	0.5 0	X						0	0	0
KATHLEEN HOUSTON DIRECTOR	0.5 0	X						0	0	0
BOBBI HOWE DIRECTOR	0.5 0	X						0	0	0
GREGORY HRABCAK DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KARLA HUIJSING DIRECTOR	0.5 0	X						0	0	0
BRETT HUNSAKER DIRECTOR	0.5 0	X						0	0	0
MICHAEL HUNSTAD DIRECTOR	0.5 0	X						0	0	0
LEANNAH HUNT DIRECTOR	0.5 0	X						0	0	0
BROOKE HUNT DIRECTOR	0.5 0	X						0	0	0
JIM IMHOFF DIRECTOR	0.5 0	X						0	0	0
CHRIS ISAACSON DIRECTOR	0.5 0	X						0	0	0
JASON JAKUS DIRECTOR	0.5 0	X						0	0	0
GEORGE JALIL DIRECTOR	0.5 0	X						0	0	0
MARIE JEBAVY DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARY ANN JEFFERS DIRECTOR	0.5 0	X						0	0	0
THOMAS JEFFERSON DIRECTOR	0.5 0	X						0	0	0
WILLIAM JILES DIRECTOR	0.5 0	X						0	0	0
JULIE JOECKEL DIRECTOR	0.5 0	X						0	0	0
COLIN JOHNSON DIRECTOR	0.5 0	X						0	0	0
DAWN JOHNSON DIRECTOR	0.5 0	X						0	0	0
MARVIN JOLLY DIRECTOR	0.5 0	X						0	0	0
LYNN JONES DIRECTOR	0.5 0	X						0	0	0
STEPHANIE JONES DIRECTOR	0.5 0	X						0	0	0
PHIL JONES DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
WM JORDAN DIRECTOR	0.5 0	X						0	0	0
JANET JUDD DIRECTOR	0.5 0	X						0	0	0
JOANNE JUSTICE DIRECTOR	0.5 0	X						0	0	0
ELLEN KALE DIRECTOR	0.5 0	X						0	0	0
BRUCE KAMMER DIRECTOR	0.5 0	X						0	0	0
MARK KAMPS DIRECTOR	0.5 0	X						0	0	0
JANET KANE DIRECTOR	0.5 0	X						0	0	0
KEITH KANEMOTO DIRECTOR	0.5 0	X						0	0	0
PAT KAPLAN DIRECTOR	0.5 0	X						0	0	0
TRACY KASPER DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
GEOFFREY KASSELMAN DIRECTOR	0.5 0	X						0	0	0
LA NORA KAY DIRECTOR	0.5 0	X						0	0	0
LARRY KEATING DIRECTOR	0.5 0	X						0	0	0
WILLIAM KEHOE DIRECTOR	0.5 0	X						0	0	0
KRIS KELLER DIRECTOR	0.5 0	X						0	0	0
KEITH KELLEY DIRECTOR	0.5 0	X						0	0	0
VICKIE KELSALL DIRECTOR	0.5 0	X						0	0	0
DELILAH KENNEN DIRECTOR	0.5 0	X						0	0	0
DAVID KENT DIRECTOR	0.5 0	X						0	0	0
KIM KERBIS DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
R SCOTT KESNER DIRECTOR	0 5 0	X						0	0	0
WILLIAM KESSLER DIRECTOR	0 5 0	X						0	0	0
DAN KEUNE DIRECTOR	0 5 0	X						0	0	0
ROBERT KEVANE DIRECTOR	0 5 0	X						0	0	0
KALAMA KIM DIRECTOR	0 5 0	X						0	0	0
JAMES KINNEY DIRECTOR	0 5 0	X						0	0	0
ADAM KIRKHAM DIRECTOR	0 5 0	X						0	0	0
JANICE KIRKNER DIRECTOR	0 5 0	X						0	0	0
BETTY KISSOCK DIRECTOR	0 5 0	X						0	0	0
MARK KITABAYASHI DIRECTOR	0 5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SUSAN KLISEN DIRECTOR	0.5 0	X						0	0	0
NICK KLINE DIRECTOR	0.5 0	X						0	0	0
BRAD KNAPP DIRECTOR	0.5 0	X						0	0	0
COY KNAPP DIRECTOR	0.5 0	X						0	0	0
JUSTIN KNOLL DIRECTOR	0.5 0	X						0	0	0
LEIL KOCH DIRECTOR	0.5 0	X						0	0	0
JOHN KODLICK DIRECTOR	0.5 0	X						0	0	0
MIKEL KOLLMANSBERGER DIRECTOR	0.5 0	X						0	0	0
PETE KOPF DIRECTOR	0.5 0	X						0	0	0
ANGIE KOPKA DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
THOMAS KOTZIAN DIRECTOR	0.5 0	X						0	0	0
JOEL KOVAL DIRECTOR	0.5 0	X						0	0	0
FRANK KOWALSKI DIRECTOR	0.5 0	X						0	0	0
THOMAS KRETLER DIRECTOR	0.5 0	X						0	0	0
BUDD KRONES DIRECTOR	0.5 0	X						0	0	0
ROBERT KULICK DIRECTOR	0.5 0	X						0	0	0
CHRISTINE KUTZKEY DIRECTOR	0.5 0	X						0	0	0
CONNIE KYLE DIRECTOR	0.5 0	X						0	0	0
JIMMY LA PETER DIRECTOR	0.5 0	X						0	0	0
BARBARA LACH DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LANCE LACY DIRECTOR	0.5 0	X						0	0	0
JULIO LAGUARTA DIRECTOR	0.5 0	X						0	0	0
CHERYL LAMBERT DIRECTOR	0.5 0	X						0	0	0
ROBIN LANCE DIRECTOR	0.5 0	X						0	0	0
MONICA LANG DIRECTOR	0.5 0	X						0	0	0
MICHAEL LANNING DIRECTOR	0.5 0	X						0	0	0
CARL LANTZ DIRECTOR	0.5 0	X						0	0	0
JOSEPH LAROSA DIRECTOR	0.5 0	X						0	0	0
JOHN LAZENBY DIRECTOR	0.5 0	X						0	0	0
MARK LEADERS DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN LEASE DIRECTOR	05 0	X						0	0	0
LINDA LEE DIRECTOR	05 0	X						0	0	0
KARL LEE DIRECTOR	05 0	X						0	0	0
SUE ANN LEE DIRECTOR	05 0	X						0	0	0
DAVID LEGAZ DIRECTOR	05 0	X						0	0	0
RONALD LENNEN DIRECTOR	05 0	X						0	0	0
JOYCE LEONARD DIRECTOR	05 0	X						0	0	0
KEVIN LEVENT DIRECTOR	05 0	X						0	0	0
JACK LEVINE DIRECTOR	05 0	X						0	0	0
JEFFREY LEVINE DIRECTOR	05 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARC LEVINSON DIRECTOR	0.5 0	X						0	0	0
D PATRICK LEWIS DIRECTOR	0.5 0	X						0	0	0
JUNPING LIAO DIRECTOR	0.5 0	X						0	0	0
MARGARET LINDSAY DIRECTOR	0.5 0	X						0	0	0
BECCA LINNIG DIRECTOR	0.5 0	X						0	0	0
JAMES LIPTAK DIRECTOR	0.5 0	X						0	0	0
THOMPSON LITCHFIELD DIRECTOR	0.5 0	X						0	0	0
MARBURY LITTLE DIRECTOR	0.5 0	X						0	0	0
DAVID LOCKWOOD DIRECTOR	0.5 0	X						0	0	0
TED LORING DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ALAN LOVITT DIRECTOR	0.5 0	X						0	0	0
JARROD LOWE DIRECTOR	0.5 0	X						0	0	0
JOSEPH LUCA DIRECTOR	0.5 0	X						0	0	0
LINDA LUGO DIRECTOR	0.5 0	X						0	0	0
TIMOTHY LUND DIRECTOR	0.5 0	X						0	0	0
ROGER LUNDY DIRECTOR	0.5 0	X						0	0	0
KAKI LYBBERT DIRECTOR	0.5 0	X						0	0	0
JOHN LYNCH DIRECTOR	0.5 0	X						0	0	0
CAROLE LYNCH DIRECTOR	0.5 0	X						0	0	0
CAROLE MACLURE DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
TIFFANIE MAI-GANSKE DIRECTOR	0.5 0	X						0	0	0
ANDREW MALL DIRECTOR	0.5 0	X						0	0	0
VINCENT MALTA DIRECTOR	0.5 0	X						0	0	0
PEG MANCUSO DIRECTOR	0.5 0	X						0	0	0
DIANE MANNS DIRECTOR	0.5 0	X						0	0	0
L ALMA MANSELL DIRECTOR	0.5 0	X						0	0	0
BRENDA MARCHWICKI DIRECTOR	0.5 0	X						0	0	0
DONALD MARPLE DIRECTOR	0.5 0	X						0	0	0
MARK MARQUEZ DIRECTOR	0.5 0	X						0	0	0
JARED MARTIN DIRECTOR	0.5 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JAMES MARTIN DIRECTOR	0.5 0	X						0	0	0
GREGORY MARTIN DIRECTOR	0.5 0	X						0	0	0
SHERRY MASER DIRECTOR	0.5 0	X						0	0	0
GREG MASON DIRECTOR	0.5 0	X						0	0	0
NENE MATEY KEKE DIRECTOR	0.5 0	X						0	0	0
GUY MATTEO DIRECTOR	0.5 0	X						0	0	0
SCOTT MATTHIAS DIRECTOR	0.5 0	X						0	0	0
ANNE MATYJASIK DIRECTOR	0.5 0	X						0	0	0
R BRIAN MATZA DIRECTOR	0.5 0	X						0	0	0
KC MAURER DIRECTOR	0.5 0	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
HAROLD MAXWELL DIRECTOR	0.5 0	X						0	0	0
WALTER MC DONALD DIRECTOR	0.5 0	X						0	0	0
JOHN MCARDLE DIRECTOR	0.5 0	X						0	0	0
CAROLE MCCABE DIRECTOR	0.5 0	X						0	0	0
MARY MCCALL DIRECTOR	0.5 0	X						0	0	0
THOMAS MCCARTHY DIRECTOR	0.5 0	X						0	0	0
KENDALL MCCAUSLAND DIRECTOR	0.5 0	X						0	0	0
PEGGYANN MCCONNOCHIE DIRECTOR	0.5 0	X						0	0	0
LANE MCCORMACK DIRECTOR	0.5 0	X						0	0	0
STEPHEN MCCULLOUGH DIRECTOR	0.5 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ANN MCDONALD DIRECTOR	0.5 0	X						0	0	0
CHRISTOPHER MCELROY DIRECTOR	0.5 0	X						0	0	0
CHERYL MCFALL DIRECTOR	0.5 0	X						0	0	0
JAMES MCGIFFERT DIRECTOR	0.5 0	X						0	0	0
MICHAEL MCGREW DIRECTOR	0.5 0	X						0	0	0
GEOFF MCINTOSH DIRECTOR	0.5 0	X						0	0	0
TYLER MCKENZIE DIRECTOR	0.5 0	X						0	0	0
ANDREA MCKEY DIRECTOR	0.5 0	X						0	0	0
JEWELL MCKINNEY DIRECTOR	0.5 0	X						0	0	0
ROBERT MCMILLAN DIRECTOR	0.5 0	X						0	0	0

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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHARLES MCMILLAN DIRECTOR	0.5 0	X						0	0	0
LINDA MCMORROW DIRECTOR	0.5 0	X						0	0	0
KATHLEEN MCQUILKIN DIRECTOR	0.5 0	X						0	0	0
BETTE MCTAMNEY DIRECTOR	0.5 0	X						0	0	0
STEPHEN MCWILLIAM DIRECTOR	0.5 0	X						0	0	0
ALAN MEHRWEIN DIRECTOR	0.5 0	X						0	0	0
PETER MERRITT DIRECTOR	0.5 0	X						0	0	0
REINALDO MESA DIRECTOR	0.5 0	X						0	0	0
BONNIE METVINER DIRECTOR	0.5 0	X						0	0	0
TIFFANY MEYER DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
AL MICHALOVIC DIRECTOR	0 5 0	X						0	0	0
SUSAN MIDDENDORF DIRECTOR	0 5 0	X						0	0	0
JOHN MIKE DIRECTOR	0 5 0	X						0	0	0
CYNTHIA MILLER DIRECTOR	0 5 0	X						0	0	0
F MILLER DIRECTOR	0 5 0	X						0	0	0
TERRY MILLER DIRECTOR	0 5 0	X						0	0	0
MARIA MILLER DIRECTOR	0 5 0	X						0	0	0
WILLIAM MILLIKEN DIRECTOR	0 5 0	X						0	0	0
ALEKSANDR MILSHTEYN DIRECTOR	0 5 0	X						0	0	0
RICHARD MIRANDA DIRECTOR	0 5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ELLEN MITCHEL DIRECTOR	0 5 0	X						0	0	0
CATHY MITCHELL DIRECTOR	0 5 0	X						0	0	0
JAY MITCHELL DIRECTOR	0 5 0	X						0	0	0
BRIAN MOLISSE DIRECTOR	0 5 0	X						0	0	0
PAULA MONTHOFER DIRECTOR	0 5 0	X						0	0	0
JAMIE MOORE DIRECTOR	0 5 0	X						0	0	0
WILLIAM MOORE DIRECTOR	0 5 0	X						0	0	0
TRUDY MOORE DIRECTOR	0 5 0	X						0	0	0
JUDY MOORE DIRECTOR	0 5 0	X						0	0	0
EDGAR F MORALES DIRECTOR	0 5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
STEVEN MOREIRA DIRECTOR	0.5 0	X						0	0	0
PHIL MORRICAL DIRECTOR	0.5 0	X						0	0	0
R MORRILL DIRECTOR	0.5 0	X						0	0	0
EZEKIEL MORRIS DIRECTOR	0.5 0	X						0	0	0
MARGARET MORRIS DIRECTOR	0.5 0	X						0	0	0
NANCY MOSCA DIRECTOR	0.5 0	X						0	0	0
JOSEPH MOSHE DIRECTOR	0.5 0	X						0	0	0
SCOTT MULDAVIN DIRECTOR	0.5 0	X						0	0	0
COLIN MULLANE DIRECTOR	0.5 0	X						0	0	0
MUGS MULLINS DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
THOMAS MURPHY DIRECTOR	0.5 0	X						0	0	0
CHARLIE MURPHY DIRECTOR	0.5 0	X						0	0	0
VICTORIA MURPHY DIRECTOR	0.5 0	X						0	0	0
SHELLY MURRAY DIRECTOR	0.5 0	X						0	0	0
BILL MURRAY DIRECTOR	0.5 0	X						0	0	0
CALVIN MUSSELMAN DIRECTOR	0.5 0	X						0	0	0
CHRISTOPHER MYGATT DIRECTOR	0.5 0	X						0	0	0
RONALD MYLES DIRECTOR	0.5 0	X						0	0	0
NANCY NAGY DIRECTOR	0.5 0	X						0	0	0
GARY NELSON DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
FRANK NELSON DIRECTOR	0.5 0	X						0	0	0
TERRELL NEWBERRY DIRECTOR	0.5 0	X						0	0	0
TAMMY NEWLAND-SHISHIDO DIRECTOR	0.5 0	X						0	0	0
JOHN NICHOLS DIRECTOR	0.5 0	X						0	0	0
PEYTON NORVILLE DIRECTOR	0.5 0	X						0	0	0
KENDRA NORWOOD DIRECTOR	0.5 0	X						0	0	0
JOHN NUGENT DIRECTOR	0.5 0	X						0	0	0
ELIZABETH NUNAN DIRECTOR	0.5 0	X						0	0	0
MARY ELLEN O'BOYLE DIRECTOR	0.5 0	X						0	0	0
GERARD O'CONNELL DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SANDRA O'CONNOR DIRECTOR	0.5 0	X						0	0	0
KAREN O'GRADY-HUGHEY DIRECTOR	0.5 0	X						0	0	0
PATRICIA OHMBERGER DIRECTOR	0.5 0	X						0	0	0
ALLEN OKAMOTO DIRECTOR	0.5 0	X						0	0	0
MICHAEL OLDENETTEL DIRECTOR	0.5 0	X						0	0	0
EILEEN OLDROYD DIRECTOR	0.5 0	X						0	0	0
JENNY OLIVO DIRECTOR	0.5 0	X						0	0	0
CAROL OLNEY DIRECTOR	0.5 0	X						0	0	0
CHRISTIE O'NEIL DIRECTOR	0.5 0	X						0	0	0
JASON O'NEIL DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
RAYMOND O'NEIL DIRECTOR	0.5 0	X						0	0	0
PATRICIA O'NEILL DIRECTOR	0.5 0	X						0	0	0
ROBERT OPPENHEIMER DIRECTOR	0.5 0	X						0	0	0
CHARLES OPPLER DIRECTOR	0.5 0	X						0	0	0
JOHN O'REILLY DIRECTOR	0.5 0	X						0	0	0
PIERO ORSI DIRECTOR	0.5 0	X						0	0	0
IGNACIO OSORIO DIRECTOR	0.5 0	X						0	0	0
WILLIAM OVERACRE DIRECTOR	0.5 0	X						0	0	0
MICHAEL OWEN DIRECTOR	0.5 0	X						0	0	0
HEATHER OZUR DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LINDA PAGE DIRECTOR	0.5 0	X						0	0	0
ROBERT PAHLKE DIRECTOR	0.5 0	X						0	0	0
BOWEN PAK DIRECTOR	0.5 0	X						0	0	0
DOMINIC PALLINI DIRECTOR	0.5 0	X						0	0	0
ANN MARIE PALLISTER DIRECTOR	0.5 0	X						0	0	0
MICHAEL PAPPAS DIRECTOR	0.5 0	X						0	0	0
CHRISTINA PAPPAS DIRECTOR	0.5 0	X						0	0	0
KENNY PARCELL DIRECTOR	0.5 0	X						0	0	0
LEONARDO PAREJA DIRECTOR	0.5 0	X						0	0	0
ROGER PARHAM DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
RONALD PASCUAL DIRECTOR	0.5 0	X						0	0	0
SUSAN PATT DIRECTOR	0.5 0	X						0	0	0
PATRICK PAULSON DIRECTOR	0.5 0	X						0	0	0
GREGORY PAWLIK DIRECTOR	0.5 0	X						0	0	0
CRAIG PECK DIRECTOR	0.5 0	X						0	0	0
GEORGE PEEK DIRECTOR	0.5 0	X						0	0	0
BETH PEERCE DIRECTOR	0.5 0	X						0	0	0
LORENA PENA DIRECTOR	0.5 0	X						0	0	0
DAVID PERETTI DIRECTOR	0.5 0	X						0	0	0
JOE PEREZ DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former		
JEFFREY PERRY DIRECTOR	0.5 0	X						0	0
TROY PETERSON DIRECTOR	0.5 0	X						0	0
MARK PETERSON DIRECTOR	0.5 0	X						0	0
SANDI PFISTER DIRECTOR	0.5 0	X						0	0
DAVID PHILLIPS DIRECTOR	0.5 0	X						0	0
RONALD PHIPPS DIRECTOR	0.5 0	X						0	0
TERRY PILCHER DIRECTOR	0.5 0	X						0	0
BEVERLY PINDLING DIRECTOR	0.5 0	X						0	0
NYKEA PIPPION MCGRIFF DIRECTOR	0.5 0	X						0	0
J REED PIRAIN DIRECTOR	0.5 0	X						0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former		
ROGER PIRO DIRECTOR	0.5 0	X						0	0
BILL PLATTOS DIRECTOR	0.5 0	X						0	0
BRUCE PLUMMER DIRECTOR	0.5 0	X						0	0
HANK POBURKA DIRECTOR	0.5 0	X						0	0
MARTHA POMARES DIRECTOR	0.5 0	X						0	0
JOANNE POOLE DIRECTOR	0.5 0	X						0	0
LINDA PORTERFIELD DIRECTOR	0.5 0	X						0	0
NELL POSTELL DIRECTOR	0.5 0	X						0	0
WILLIAM POTEET DIRECTOR	0.5 0	X						0	0
GEOFFREY POULOS DIRECTOR	0.5 0	X						0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
FRED PRASSAS DIRECTOR	0.5 0	X						0	0	0
LYNETTE PRAYTOR DIRECTOR	0.5 0	X						0	0	0
WILLIAM PROCESS DIRECTOR	0.5 0	X						0	0	0
DEBORAH PRODEHL DIRECTOR	0.5 0	X						0	0	0
SIDNEY PUGH DIRECTOR	0.5 0	X						0	0	0
CHRISTOPHER RAAD DIRECTOR	0.5 0	X						0	0	0
JEANNE RADSICK DIRECTOR	0.5 0	X						0	0	0
CRAIG RAGG DIRECTOR	0.5 0	X						0	0	0
GAYE RAINEY DIRECTOR	0.5 0	X						0	0	0
RICHARD RALL DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHAILLE RALPH DIRECTOR	0.5 0	X						0	0	0
JUDY MARY RAMELLA DIRECTOR	0.5 0	X						0	0	0
TOM RAU DIRECTOR	0.5 0	X						0	0	0
RYAN RAVEIS DIRECTOR	0.5 0	X						0	0	0
BILL RAWLINGS DIRECTOR	0.5 0	X						0	0	0
DEBBIE RAWLS DIRECTOR	0.5 0	X						0	0	0
HENRY RAY DIRECTOR	0.5 0	X						0	0	0
CHARLEY RAY DIRECTOR	0.5 0	X						0	0	0
CHRIS READ DIRECTOR	0.5 0	X						0	0	0
SULINDA READY DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
STEVEN REDMOND DIRECTOR	0.5 0	X						0	0	0
CHRIS REESE DIRECTOR	0.5 0	X						0	0	0
GARY REGGISH DIRECTOR	0.5 0	X						0	0	0
DONNA REID DIRECTOR	0.5 0	X						0	0	0
ALICIA REINHARD DIRECTOR	0.5 0	X						0	0	0
ELLEN RENISH DIRECTOR	0.5 0	X						0	0	0
LIZA REYES DIRECTOR	0.5 0	X						0	0	0
RANDY REYNOLDS DIRECTOR	0.5 0	X						0	0	0
CHRISTINE RICHARDSON DIRECTOR	0.5 0	X						0	0	0
LYNNE RIFKIN DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
J D RINEHART DIRECTOR	0.5 0	X						0	0	0
MATTHEW RITCHIE DIRECTOR	0.5 0	X						0	0	0
CHERL ROANE DIRECTOR	0.5 0	X						0	0	0
MARY ROBERTS DIRECTOR	0.5 0	X						0	0	0
ED ROBERTS DIRECTOR	0.5 0	X						0	0	0
DOREEN ROBERTS DIRECTOR	0.5 0	X						0	0	0
PATRICK ROBERTS DIRECTOR	0.5 0	X						0	0	0
BONNIE ROBERTS-BURKE DIRECTOR	0.5 0	X						0	0	0
D GARY ROGERS DIRECTOR	0.5 0	X						0	0	0
BRANDON ROGILLIO DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
GREGORY ROKEH DIRECTOR	0.5 0	X						0	0	0
VICKI ROLLER DIRECTOR	0.5 0	X						0	0	0
MELODY SKYE ROLOFF DIRECTOR	0.5 0	X						0	0	0
DENNIS ROSAS DIRECTOR	0.5 0	X						0	0	0
RICHARD ROSENTHAL DIRECTOR	0.5 0	X						0	0	0
VERNICE ROSS DIRECTOR	0.5 0	X						0	0	0
CHRIS ROST DIRECTOR	0.5 0	X						0	0	0
PETER RUFFINI DIRECTOR	0.5 0	X						0	0	0
ADAM RUIZ DIRECTOR	0.5 0	X						0	0	0
MARY ALICE RUPPERT DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former		
LEIGH RUTLEDGE DIRECTOR	0.5 0	X						0	0
TERRY RYAN DIRECTOR	0.5 0	X						0	0
MARK SADEK DIRECTOR	0.5 0	X						0	0
HANNE SAGALOWSKY DIRECTOR	0.5 0	X						0	0
ERIC SAIN DIRECTOR	0.5 0	X						0	0
JOHN SAMSON DIRECTOR	0.5 0	X						0	0
CARL SAN MIGUEL DIRECTOR	0.5 0	X						0	0
EVA SANDERS DIRECTOR	0.5 0	X						0	0
DAVID SANSOM DIRECTOR	0.5 0	X						0	0
EDUARDO SANTOS ALVARADO DIRECTOR	0.5 0	X						0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ANDREW SARNO DIRECTOR	0.5 0	X						0	0	0
LEO SAUNDERS DIRECTOR	0.5 0	X						0	0	0
SUSAN SAVAGE DIRECTOR	0.5 0	X						0	0	0
PAULA SAVARD DIRECTOR	0.5 0	X						0	0	0
ANDY SCAGLIONE DIRECTOR	0.5 0	X						0	0	0
DIANNE SCALZA DIRECTOR	0.5 0	X						0	0	0
JANET SCAVO DIRECTOR	0.5 0	X						0	0	0
PHILLIP SCHAEFER DIRECTOR	0.5 0	X						0	0	0
SANDRA SCHEDE DIRECTOR	0.5 0	X						0	0	0
RANDY SCHEIDT DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former		
DIANE SCHERER DIRECTOR	0.5 0	X						0	0
ANTHONY SCHIPPA DIRECTOR	0.5 0	X						0	0
CHRISTIAN SCHLUETER DIRECTOR	0.5 0	X						0	0
MICHAEL SCHMELZER DIRECTOR	0.5 0	X						0	0
JON SCHNOOR DIRECTOR	0.5 0	X						0	0
MICHAEL SCHOONOVER DIRECTOR	0.5 0	X						0	0
A DAVID SCHWARZ DIRECTOR	0.5 0	X						0	0
DON SCORDINO DIRECTOR	0.5 0	X						0	0
PAUL SCOTT DIRECTOR	0.5 0	X						0	0
J LENNOX SCOTT DIRECTOR	0.5 0	X						0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
BRIAN SEARS DIRECTOR	0.5 0	X						0	0	0
ADAIR SENN DIRECTOR	0.5 0	X						0	0	0
JOSE SERRANO DIRECTOR	0.5 0	X						0	0	0
PAULA SERVEN DIRECTOR	0.5 0	X						0	0	0
MOSES SEURAM DIRECTOR	0.5 0	X						0	0	0
JAMES SEXTON DIRECTOR	0.5 0	X						0	0	0
BARBARA SGUEGLIA DIRECTOR	0.5 0	X						0	0	0
CYNTHIA SHAFER DIRECTOR	0.5 0	X						0	0	0
BARYALAI SHALIZI DIRECTOR	0.5 0	X						0	0	0
BRIAN SHARPE DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
THOMAS SHELLY DIRECTOR	0.5 0	X						0	0	0
CYNTHIA SHELTON DIRECTOR	0.5 0	X						0	0	0
CORY SHEPARD DIRECTOR	0.5 0	X						0	0	0
ANDREA SHERIDAN DIRECTOR	0.5 0	X						0	0	0
DEBBIE SHIELDS DIRECTOR	0.5 0	X						0	0	0
TODD SHIPMAN DIRECTOR	0.5 0	X						0	0	0
MILTON SHOCKLEY DIRECTOR	0.5 0	X						0	0	0
WILLIAM SHUGART DIRECTOR	0.5 0	X						0	0	0
PRADEEP SHUKLA DIRECTOR	0.5 0	X						0	0	0
GLORIA SICILIANO DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ANGELA SICOLI DIRECTOR	0 5 0	X						0	0	0
MATT SILVER DIRECTOR	0 5 0	X						0	0	0
KENT SIMPSON DIRECTOR	0 5 0	X						0	0	0
ERIK SJOWALL DIRECTOR	0 5 0	X						0	0	0
THOMAS SKIFFINGTON DIRECTOR	0 5 0	X						0	0	0
KIM SKUMANICK DIRECTOR	0 5 0	X						0	0	0
JOHN SLIVON DIRECTOR	0 5 0	X						0	0	0
CHRIS SLOAN DIRECTOR	0 5 0	X						0	0	0
BRENDA SMALL DIRECTOR	0 5 0	X						0	0	0
JAMES SMITH DIRECTOR	0 5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LESLIE SMITH DIRECTOR	0.5 0	X						0	0	0
BONNIE SMITH DIRECTOR	0.5 0	X						0	0	0
WENDY SMITH DIRECTOR	0.5 0	X						0	0	0
JEFFREY SMITH DIRECTOR	0.5 0	X						0	0	0
RANDAL SMITH DIRECTOR	0.5 0	X						0	0	0
NANCY SMITH DIRECTOR	0.5 0	X						0	0	0
DJ SNAPP DIRECTOR	0.5 0	X						0	0	0
HARLEY SNYDER DIRECTOR	0.5 0	X						0	0	0
NICHOLAS SOLIS DIRECTOR	0.5 0	X						0	0	0
DEBORAH SPANGLER DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SALLY SPARKS DIRECTOR	0.5 0	X						0	0	0
LARRY SPITERI DIRECTOR	0.5 0	X						0	0	0
LINDA ST PETER DIRECTOR	0.5 0	X						0	0	0
PHILLIP STARK DIRECTOR	0.5 0	X						0	0	0
JOHN STEFFEY DIRECTOR	0.5 0	X						0	0	0
THOMAS STEVENS DIRECTOR	0.5 0	X						0	0	0
JOE STEWART DIRECTOR	0.5 0	X						0	0	0
SUE STINSON-TURNER DIRECTOR	0.5 0	X						0	0	0
JAMES STOFKO DIRECTOR	0.5 0	X						0	0	0
HAGAN STONE DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SARA STORCH-LIPNITZ DIRECTOR	0.5 0	X						0	0	0
STEVEN STRODE DIRECTOR	0.5 0	X						0	0	0
CHERYL STUCKWISH DIRECTOR	0.5 0	X						0	0	0
TAMARA SUMINSKI DIRECTOR	0.5 0	X						0	0	0
SALLY SUSLAK DIRECTOR	0.5 0	X						0	0	0
PETER SVEUM DIRECTOR	0.5 0	X						0	0	0
GLENNA SWIGER DIRECTOR	0.5 0	X						0	0	0
SUSAN SWINK DIRECTOR	0.5 0	X						0	0	0
RYAN SWINNEY DIRECTOR	0.5 0	X						0	0	0
CARY SYLVESTER DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PATRICIA SZEGO DIRECTOR	0.5 0	X						0	0	0
ZSOLT SZERENCSES DIRECTOR	0.5 0	X						0	0	0
CARL TACKETT DIRECTOR	0.5 0	X						0	0	0
BETTY TAISCH DIRECTOR	0.5 0	X						0	0	0
ANGIE TALLANT DIRECTOR	0.5 0	X						0	0	0
SETH TASK DIRECTOR	0.5 0	X						0	0	0
RITA TAYENAKA DIRECTOR	0.5 0	X						0	0	0
JOSEPHINE TAYLOR DIRECTOR	0.5 0	X						0	0	0
MAURICE TAYLOR DIRECTOR	0.5 0	X						0	0	0
MICHAEL TEER DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JERRY TEESON DIRECTOR	0.5 0	X						0	0	0
MICHAEL THEO DIRECTOR	0.5 0	X						0	0	0
GARY THOMAS DIRECTOR	0.5 0	X						0	0	0
RANDALL THOMAS DIRECTOR	0.5 0	X						0	0	0
DEVON THOMAS DIRECTOR	0.5 0	X						0	0	0
KURT THOMPSON DIRECTOR	0.5 0	X						0	0	0
BRIAN THOMPSON DIRECTOR	0.5 0	X						0	0	0
ANN THROCKMORTON DIRECTOR	0.5 0	X						0	0	0
DAVID TINA DIRECTOR	0.5 0	X						0	0	0
LORI TODD DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
THOMAS TOGNOLI DIRECTOR	0.5 0	X						0	0	0
JACK TORZA DIRECTOR	0.5 0	X						0	0	0
FRANK TRAPANI DIRECTOR	0.5 0	X						0	0	0
MARK TRENKA DIRECTOR	0.5 0	X						0	0	0
LINDA TREVOR DIRECTOR	0.5 0	X						0	0	0
SCOTT TROXEL DIRECTOR	0.5 0	X						0	0	0
JAMES TSIGHIS DIRECTOR	0.5 0	X						0	0	0
KATHY TUCKER DIRECTOR	0.5 0	X						0	0	0
PETER TUCKER DIRECTOR	0.5 0	X						0	0	0
KIM TUCKER DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former		
BOB TURNER DIRECTOR	0.5 0	X						0	0
OFELIA ULLOA DIRECTOR	0.5 0	X						0	0
TODD UMBENHAUER DIRECTOR	0.5 0	X						0	0
BARRETT UPCHURCH DIRECTOR	0.5 0	X						0	0
CARRIE UVA DIRECTOR	0.5 0	X						0	0
NICHOLAS VAN ASSCHE DIRECTOR	0.5 0	X						0	0
TANYA VAN BLAKE-COLEMAN DIRECTOR	0.5 0	X						0	0
CHARLOTTE VANDERWAAG DIRECTOR	0.5 0	X						0	0
LINDA VAUGHAN DIRECTOR	0.5 0	X						0	0
MAURICE VEISSI DIRECTOR	0.5 0	X						0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MADLINE VEISSI DIRECTOR	0.5 0	X						0	0	0
RICK VIOLETT DIRECTOR	0.5 0	X						0	0	0
SHARON VOSS DIRECTOR	0.5 0	X						0	0	0
CLAYTON WADE DIRECTOR	0.5 0	X						0	0	0
RAY WADE DIRECTOR	0.5 0	X						0	0	0
DAN WAGNER DIRECTOR	0.5 0	X						0	0	0
STEPHANIE WALKER DIRECTOR	0.5 0	X						0	0	0
ROBERT WALKER DIRECTOR	0.5 0	X						0	0	0
GEORGIA WALL DIRECTOR	0.5 0	X						0	0	0
KITTY WALLACE DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CLARK E WALLACE DIRECTOR	0.5 0	X						0	0	0
SARA WALSH DIRECTOR	0.5 0	X						0	0	0
DAVID WALSH DIRECTOR	0.5 0	X						0	0	0
FURHAD WAQUAD DIRECTOR	0.5 0	X						0	0	0
EDWARD WARD DIRECTOR	0.5 0	X						0	0	0
SARAH WARE DIRECTOR	0.5 0	X						0	0	0
CHIP WATTS DIRECTOR	0.5 0	X						0	0	0
JENNIFER WAUHOB DIRECTOR	0.5 0	X						0	0	0
JEANNETTE WAY DIRECTOR	0.5 0	X						0	0	0
ROBIN WEBB DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
THOMAS WEBER DIRECTOR	0.5 0	X						0	0	0
JAMES WEICHERT DIRECTOR	0.5 0	X						0	0	0
NESTOR WEIGAND DIRECTOR	0.5 0	X						0	0	0
DAVID WELCH DIRECTOR	0.5 0	X						0	0	0
MARIA WELLS DIRECTOR	0.5 0	X						0	0	0
JEFFREY WELSH DIRECTOR	0.5 0	X						0	0	0
CATHERINE WHATLEY DIRECTOR	0.5 0	X						0	0	0
THOMAS WHATLEY DIRECTOR	0.5 0	X						0	0	0
LYNN WHEELER DIRECTOR	0.5 0	X						0	0	0
MARGO WHEELER WILLIS DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors								(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
STEVE WHITE DIRECTOR	0.5 0	X						0	0	0
WILLIAM WHITE DIRECTOR	0.5 0	X						0	0	0
ROBERT WHITE DIRECTOR	0.5 0	X						0	0	0
CYNTHIA WHITE DIRECTOR	0.5 0	X						0	0	0
MERLE WHITEHEAD DIRECTOR	0.5 0	X						0	0	0
THOMAS WIENER DIRECTOR	0.5 0	X						0	0	0
PATRICE WILLETTS DIRECTOR	0.5 0	X						0	0	0
CLAIRE WILLIAMS DIRECTOR	0.5 0	X						0	0	0
MARY EDNA WILLIAMS DIRECTOR	0.5 0	X						0	0	0
DANA WILLIAMS DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
BAYARD WILLIAMS DIRECTOR	0.5 0	X						0	0	0
MELVIN WILSON DIRECTOR	0.5 0	X						0	0	0
LINDA WILSON DIRECTOR	0.5 0	X						0	0	0
JOHN WINTHER DIRECTOR	0.5 0	X						0	0	0
KAY WIRTH DIRECTOR	0.5 0	X						0	0	0
DAVID WLUKA DIRECTOR	0.5 0	X						0	0	0
DONN WONDERLING DIRECTOR	0.5 0	X						0	0	0
JOHN WONG DIRECTOR	0.5 0	X						0	0	0
JOHN WOOD DIRECTOR	0.5 0	X						0	0	0
JACK WOODCOCK DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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	
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)								
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARK WOODROOF DIRECTOR	0.5 0	X						0	0	0
EDMUND WOODS DIRECTOR	0.5 0	X						0	0	0
BRIAN WOODS DIRECTOR	0.5 0	X						0	0	0
WAYNE WOODYARD DIRECTOR	0.5 0	X						0	0	0
AVIS WUKASCH DIRECTOR	0.5 0	X						0	0	0
THERESE WUNDERLICH DIRECTOR	0.5 0	X						0	0	0
LISA WURTH DIRECTOR	0.5 0	X						0	0	0
ALAN YASSKY DIRECTOR	0.5 0	X						0	0	0
DOYLE YATES DIRECTOR	0.5 0	X						0	0	0
ARTHUR YATSKO DIRECTOR	0.5 0	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(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
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former		
JON YOCUM DIRECTOR	0.5 0	X						0	0
LEIGH YORK DIRECTOR	0.5 0	X						0	0
PAUL YORKIS DIRECTOR	0.5 0	X						0	0
CHRISTIAN ZARIF DIRECTOR	0.5 0	X						0	0
JUDY ZEIGLER DIRECTOR	0.5 0	X						0	0
JOANNE ZETTL DIRECTOR	0.5 0	X						0	0
PAT ZIGGY ZICARELLI DIRECTOR	0.5 0	X						0	0
DEENA ZIMMERMAN DIRECTOR	0.5 0	X						0	0
CHRISTOPHER ZOLLER DIRECTOR	0.5 0	X						0	0
RENEE ZURLO DIRECTOR	0.5 0	X						0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(D)	(E)	(F)
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee			
PATRICIA ZUZEK DIRECTOR	0.5 0	X					0	0	0
RENE GALVAN DIRECTOR	0.5 0	X					0	0	0
KAREN GEHLE DIRECTOR	0.5 0	X					0	0	0
RUSSELL HOKANSON DIRECTOR	0.5 0	X					0	0	0
ANDREW M MAHOWALD DIRECTOR	0.5 0	X					0	0	0
MICHAEL OPPLER DIRECTOR	0.5 0	X					0	0	0
CRAIG W SANGFORD DIRECTOR	0.5 0	X					0	0	0
JOE RAYMOND STEWART DIRECTOR	0.5 0	X					0	0	0
MICHAEL LABOUT VICE PRESIDENT	5.0 0	X					40,741	0	0
SHERRI MEADOWS VICE PRESIDENT	5.0 0	X					36,322	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors							(D)	(E)	(F)
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee			
JOHN SMABY FIRST VICE PRESIDENT ELECT	5 0	X					0	0	0
MABEL GUZMAN INCOMING VICE PRESIDENT	1 5	X					0	0	0
KEVIN SEARS INCOMING VICE PRESIDENT	1 5	X					0	0	0
THOMAS RILEY TREASURER ELECT	5 0	X					0	0	0
DALE STINTON CEO	50 0			X			1,818,814	0	39,777
JOHN PIERPOINT SVP, FINANCE AND COMPTROLLER	50 0				X		422,805	0	39,777
ROBERT GOLDBERG SVP, MARKETING & BUS DEVELOPMENT	50 0				X		821,304	0	39,777
DOUG HINDERER SVP, HUMAN RESOURCES	50 0				X		537,131	0	39,777
WALT WITEK SVP, COMMUNITY & POLITICAL AFFAIRS	50 0				X		582,872	0	39,777
KATHERINE JOHNSON SVP, GENERAL COUNSEL	50 0				X		457,658	0	39,777

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JERRY GIOVANIELLO SVP, GOVERNMENT AFFAIRS	50 0					X		662,792	0	39,777
JANET BRANTON SVP, GLOBAL SERVICES	50 0					X		435,694	0	39,777
LAWRENCE YUN SVP, CHIEF ECONOMIST	50 0					X		527,955	0	39,777
MARK LESSWING SVP, CHIEF TECH OFFICER	50 0					X		508,081	0	39,777
STEPHANIE SINGER SVP, COMMUNICATIONS	50 0					X		334,061	0	39,777

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

OMB No 1545-0047

For Organizations Exempt From Income Tax Under section 501(c) and section 527
▶ **Complete if the organization is described below. ▶ Attach to Form 990 or Form 990-EZ.**
▶ **Information about Schedule C (Form 990 or 990-EZ) and its instructions is at**
www.irs.gov/form990.

2016

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations Complete Part I-A only

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations Complete Part III

Name of the organization National Association of Realtors	Employer identification number 36-1520690
--	--

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

1	Provide a description of the organization's direct and indirect political campaign activities in Part IV	▶	\$	0
2	Political expenditures	▶	\$	0
3	Volunteer hours			0

Part I-B Complete if the organization is exempt under section 501(c)(3).

1	Enter the amount of any excise tax incurred by the organization under section 4955	▶	\$	0
2	Enter the amount of any excise tax incurred by organization managers under section 4955	▶	\$	0
3	If the organization incurred a section 4955 tax, did it file Form 4720 for this year?			<input type="checkbox"/> Yes <input type="checkbox"/> No
4a	Was a correction made?			<input type="checkbox"/> Yes <input type="checkbox"/> No
b	If "Yes," describe in Part IV			

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1	Enter the amount directly expended by the filing organization for section 527 exempt function activities	▶	\$	0
2	Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities	▶	\$	0
3	Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b	▶	\$	0
4	Did the filing organization file Form 1120-POL for this year?			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5	Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV			

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
(1) NAR FUND	430 N MICHIGAN CHICAGO, IL 60611	26-1725187	0	11,020,516
(2) NAR CONGRESSIONAL FUND	430 N MICHIGAN CHICAGO, IL 60611	27-3388377	0	10,275,000
3				
4				
5				
6				

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)
- B** Check if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures
(The term "expenditures" means amounts paid or incurred.)

	(a) Filing organization's totals	(b) Affiliated group totals
--	----------------------------------	-----------------------------

- 1a** Total lobbying expenditures to influence public opinion (grass roots lobbying)
- b** Total lobbying expenditures to influence a legislative body (direct lobbying)
- c** Total lobbying expenditures (add lines 1a and 1b)
- d** Other exempt purpose expenditures
- e** Total exempt purpose expenditures (add lines 1c and 1d)
- f** Lobbying nontaxable amount Enter the amount from the following table in both columns

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over \$500,000	20% of the amount on line 1e
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000
Over \$17,000,000	\$1,000,000

- g** Grassroots nontaxable amount (enter 25% of line 1f)
- h** Subtract line 1g from line 1a If zero or less, enter -0-
- i** Subtract line 1f from line 1c If zero or less, enter -0-
- j** If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? Yes No

4-Year Averaging Period Under section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

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

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?		
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?		
3 Did the organization agree to carry over lobbying and political expenditures from the prior year?	Yes	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1	193,174,376
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	64,691,198
b Carryover from last year	2b	-13,456,546
c Total	2c	51,234,652
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	62,530,546
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures (see instructions)	5	-11,295,894

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, Part II-A (affiliated group list), Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1 Also, complete this part for any additional information

Return Reference	Explanation
Schedule C, Part I-A, Line 1 Schedule C, Part I-A, Line 1	THE ORGANIZATION COLLECTS MEMBER DUES EARMARKED FOR A SEPARATE SEGREGATED FUND AND PROMPTLY AND DIRECTLY TRANSFERS THEM TO THAT FUND AS SUCH, A DETAILED DESCRIPTION OF DIRECT AND INDIRECT POLITICAL CAMPAIGN ACTIVITIES IS NOT APPLICABLE

SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047
2016
Open to Public Inspection

▶ **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.**

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

Department of the Treasury
Internal Revenue Service

Name of the organization
National Association of Realtors

Employer identification number
36-1520690

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Yes No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Yes No

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)

Preservation of land for public use (e g , recreation or education) Preservation of an historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

(ii) Assets included in Form 990, Part X ▶ \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

a Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

b Assets included in Form 990, Part X ▶ \$ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table
- | | Amount |
|--|--------|
| c Beginning balance | |
| d Additions during the year | |
| e Distributions during the year | |
| f Ending balance | |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b** If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	100,922,804	80,259,399	66,031,387	58,360,127	52,069,237
b Contributions	1,959,359	20,663,405	14,228,012	7,671,260	6,290,890
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs	29,414,717				
f Administrative expenses					
g End of year balance	73,467,446	100,922,804	80,259,399	66,031,387	58,360,127

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as
- a** Board designated or quasi-endowment ▶ 100 %
 - b** Permanent endowment ▶ 0 %
 - c** Temporarily restricted endowment ▶ 0 %
- The percentages on lines 2a, 2b, and 2c should equal 100%
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by
- | | Yes | No |
|--|---------------|----|
| (i) unrelated organizations | 3a(i) | No |
| (ii) related organizations | 3a(ii) | No |
| b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		19,212,875		19,212,875
b Buildings		85,922,472	51,791,020	34,131,452
c Leasehold improvements				
d Equipment		47,882,783	44,464,946	3,417,837
e Other		680,849		680,849
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				57,443,013

Part VII Investments—Other Securities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

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

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

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) INVST - NARBAC	44,740,982	C
(2) INVST - REALTORS INFO NETWORK	13,418,633	C
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 13)	58,159,615	

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

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

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
Deferred Compensation	2,659,937
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25)	2,659,937

2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	
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.

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID: 16000421

Software Version: 2016v3.0

EIN: 36-1520690

Name: National Association of Realtors

Supplemental Information

Return Reference	Explanation
Schedule D, Part V, Line 4 Intended uses of endowment funds	The amounts in the quasi-endowment are unrestricted net assets designated for special purposes and activities as authorized by the Board of Directors. As of December 31, 2016, this amount includes monies for budgeted core reserves, REALTOR Party carryover funds and consumer advertising campaign funds.

Supplemental Information

Return Reference	Explanation
Schedule D, Part X, Line 2 FIN 48 (ASC 740) footnote	<p>The Association and its consolidated and combined entities follow guidance issued by the FASB with respect to accounting for uncertainty in income taxes. A tax position is recognized as a benefit only if it is "more likely than not" that the tax position would be sustained in a tax examination, with a tax examination being presumed to occur. The amount recognized is the largest amount of tax benefit that is greater than 50% likely of being realized on examination. For tax positions not meeting the "more likely than not" test, no tax benefit is recorded. The Association recognizes interest and penalties related to unrecognized tax benefits in interest and income tax expense, respectively. The Association has no amounts accrued for interest or penalties as of December 31, 2016 and 2015.</p>

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990,
Part IV, line 14b, 15, or 16.

▶ Attach to Form 990. ▶ See separate instructions.

▶ Information about Schedule F (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2016

**Open to Public
Inspection**

Name of the organization
National Association of Realtors

Employer identification number

36-1520690

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

- 1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States
- 3** Activities per Region (The following Part I, line 3 table can be duplicated if additional space is needed)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e.g., fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
(1) See Add'l Data					
(2)					
(3)					
(4)					
(5)					
3a Sub-total	0	0			2,628,759
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	0	0			2,628,759

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

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)								
(2)								
(3)								
(4)								

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

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

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

- 1 Was the organization a U S transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U S Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U S Owner (see Instructions for Forms 3520 and 3520-A)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U S Persons with Respect to Certain Foreign Corporations (see Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U S Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713)* Yes No

Additional Data

Software ID: 16000421

Software Version: 2016v3.0

EIN: 36-1520690

Name: National Association of Realtors

Part V Supplemental Information

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
Central America and the Caribbean	0	0	Investments	PASSIVE INVESTMENTS	1,339,986
North America (Canada & Mexico only)	0	0	Investments	PASSIVE INVESTMENTS	744,958
Europe (Including Iceland and Greenland)	0	0	Program Services	NAR REPRESENTATION AT AND PARTICIPATION IN MIPIM INTERNATIONAL COMMERCIAL REAL ESTATE EXPO	190,127

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
Europe (Including Iceland and Greenland)	0	0	Program Services	NAR PARTICIPATION IN TRADE MISSION TO ITALY, ENGLAND, AND IRELAND	70,554
Sub-Saharan Africa	0	0	Program Services	NAR REPRESENTATION AND PARTICIPATION IN TRADE MISSION TO MEET NAR PARTNERS IN SOUTH AFRICA, REOBASA AND IEASA	70,009
Europe (Including Iceland and Greenland)	0	0	Program Services	NAR PARTICIPATION IN LARGE COMMERCIAL AND REAL ESTATE MEETING	64,699

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
East Asia and the Pacific	0	0	Program Services	NAR PARTICIPATION IN INTERNATIONAL REALTOR CONFERENCE	47,369
Europe (Including Iceland and Greenland)	0	0	Program Services	NAR PARTICIPATION IN ANNUAL GATHERING OF FRENCH AND OTHER GLOBAL REAL ESTATE PROFESSIONALS	43,489
South America	0	0	Program Services	NAR REPRESENTATION AND PARTICIPATION IN FIABCI WORLD CONGRESS	26,855

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
North America (Canada & Mexico only)	0	0	Program Services	NAR PARTICIPATION IN AND REPRESENTATION AT REALTOR CANADA CONFERENCE	16,236
South America	0	0	Program Services	NAR REPRESENTATION AT ASPAI	14,477

Schedule I (Form 990)

Grants and Other Assistance to Organizations, Governments and Individuals in the United States

OMB No 1545-0047

2016

Open to Public Inspection

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.

Attach to Form 990.

Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

Department of the Treasury Internal Revenue Service

Name of the organization National Association of Realtors

Employer identification number 36-1520690

Part I

General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance...
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.

Table with 8 columns: (a) Name and address of organization or government, (b) EIN, (c) IRC section if applicable, (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation, (g) Description of non-cash assistance, (h) Purpose of grant or assistance.

Summary table with 2 rows: 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table. 3 Enter total number of other organizations listed in the line 1 table.

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 non-cash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
Schedule I, Part I, Line 2 Procedures for monitoring use of grant funds	Grants are made to organizations to support their various exempt activities. Any funds donated for specific projects are monitored on an as needed basis to ensure that funds are used for their intended purpose.

Additional Data

Software ID: 16000421
Software Version: 2016v3.0
EIN: 36-1520690
Name: National Association of Realtors

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NATIONAL COMMUNITY REINVESTMENT COALITION 740 15TH STREET SUITE 400 WASHINGTON, DC 20005	52-1766126	501(C)3	12,500		NA	NA	HOUSING SUPPORT
HABITAT FOR HUMANITY TRAINING INSTITUTE DEPT 167 SAN DIEGO, CA 92108	33-0259190	501(C)3	50,000		NA	NA	HOUSING ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
REALTOR UNIVERSITY 430 N MICHIGAN AVE CHICAGO, IL 60611	45-2102449	501(C)3	100,000		NA	NA	EDUCATIONAL SUPPORT
REALTORS RELIEF FOUNDATION 430 N MICHIGAN AVE CHICAGO, IL 60611	36-4468109	501(C)3	250,000		NA	NA	HOUSING ASSISTANCE

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
INTERNATIONAL REAL PROPERTY FOUNDATION 430 N MICHIGAN AVE CHICAGO, IL 60611	36-3818522	501(C)3	25,000		NA	NA	HOUSING SUPPORT

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

OMB No 1545-0047

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
▶ Attach to Form 990.

2015
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▶ Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.

Name of the organization
National Association of Realtors

Employer identification number
36-1520690

Part I Questions Regarding Compensation

	Yes	No
<p>1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.</p> <p> <input type="checkbox"/> First-class or charter travel <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Travel for companions <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Tax idemnification and gross-up payments <input type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Discretionary spending account <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) </p>		
<p>b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain.</p>	Yes	
<p>2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?</p>	Yes	
<p>3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.</p> <p> <input type="checkbox"/> Compensation committee <input type="checkbox"/> Written employment contract <input type="checkbox"/> Independent compensation consultant <input type="checkbox"/> Compensation survey or study <input type="checkbox"/> Form 990 of other organizations <input type="checkbox"/> Approval by the board or compensation committee </p>		
<p>4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization:</p> <p>a Receive a severance payment or change-of-control payment?</p>		No
<p>b Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p>		No
<p>c Participate in, or receive payment from, an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.</p>		No
<p>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</p>		
<p>5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:</p> <p>a The organization?</p>		
<p>b Any related organization?</p> <p>If "Yes," on line 5a or 5b, describe in Part III.</p>		
<p>6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:</p> <p>a The organization?</p>		
<p>b Any related organization?</p> <p>If "Yes," on line 6a or 6b, describe in Part III.</p>		
<p>7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III.</p>		
<p>8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.</p>		
<p>9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p>		

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

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

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

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column(B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
See Additional Data Table							

Part III Supplemental Information

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

Return Reference	Explanation
See Additional Data	

Additional Data

Software ID: 16000421
Software Version: 2016v3.0
EIN: 36-1520690
Name: National Association of Realtors

Part III, Supplemental Information

Return Reference	Explanation
Schedule J, Part I, Line 1a First-class or charter travel	Interested persons listed on Part VII, Section A, Line 1a have received or have the option to receive the benefits identified on Schedule J, Part I, Line 1a. These benefits include companion travel and tax indemnification and gross up payments. For some, benefits also include first-class air travel, as well as payments for health and social club dues. As a national association serving more than 1,000,000 members, NAR requires extensive travel for individuals holding the responsibility of an Officer of the Board of Directors or a Senior Vice President (SVP). This travel requirement ranges from 2 to 6 trips a month and, in some cases, in excess of 200 days a year per Officer or SVP. NAR reviews all benefits provided to interested persons, and where appropriate, additional taxable compensation is imputed.

Part III, Supplemental Information

Return Reference	Explanation
Schedule J, Part I, Line 1a Travel for companions	See narrative above

Part III, Supplemental Information

Return Reference	Explanation
Schedule J, Part I, Line 1a Tax indemnification and gross-up payments	See narrative above

Part III, Supplemental Information

Return Reference	Explanation
Schedule J, Part I, Line 1a Health or social club dues or initiation fees	See narrative above

Part III, Supplemental Information

Return Reference	Explanation
Schedule J, Part I, Line 1a Personal services	During 2016, NAR paid for tax services related to the preparation of the CEO's personal income tax return. NAR also paid for tax or legal services for certain Senior Vice Presidents of the organization. The related benefits were treated as taxable compensation to the recipients. Additionally during 2016, NAR reimbursed the President for housing related costs while traveling for company business.

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees								
(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & Incentive compensation	(iii) Other reportable compensation				
1 TOM SALOMONE NAR PRESIDENT	(i)	0	0	331,564	0	0	331,564	0
	(ii)	0	0	0	0	-	-	0
1 BILL BROWN PRESIDENT - ELECT	(i)	0	0	220,664	0	0	220,664	0
	(ii)	0	0	0	0	-	-	0
2 ELIZABETH MENDENHALL FIRST VICE PRESIDENT	(i)	0	0	167,070	0	0	167,070	0
	(ii)	0	0	0	0	-	-	0
3 MICHAEL MCGREW NAR TREASURER	(i)	0	0	185,195	0	0	185,195	0
	(ii)	0	0	0	0	-	-	0
4 CHRIS POLYCHRON IMMEDIATE PAST PRESIDENT	(i)	0	0	169,050	0	0	169,050	0
	(ii)	0	0	0	0	-	-	0
5 DALE STINTON CEO	(i)	1,681,530	130,594	6,690	26,500	13,277	1,858,591	0
	(ii)	0	0	0	0	-	-	0
6 JOHN PIERPOINT SVP, FINANCE AND COMPTROLLER	(i)	311,445	107,748	3,612	26,500	13,277	462,582	0
	(ii)	0	0	0	0	-	-	0
7 ROBERT GOLDBERG SVP, MARKETING & BUS DEVELOPMENT	(i)	537,328	283,976	0	26,500	13,277	861,081	0
	(ii)	0	0	0	0	-	-	0
8 DOUG HINDERER SVP, HUMAN RESOURCES	(i)	355,221	176,366	5,544	26,500	13,277	576,908	0
	(ii)	0	0	0	0	-	-	0
9 WALT WITEK SVP, COMMUNITY & POLITICAL AFFAIRS	(i)	428,012	149,316	5,544	26,500	13,277	622,649	0
	(ii)	0	0	0	0	-	-	0
10 KATHERINE JOHNSON SVP, GENERAL COUNSEL	(i)	312,038	142,911	2,709	26,500	13,277	497,435	0
	(ii)	0	0	0	0	-	-	0
11 JERRY GIOVANIello SVP, GOVERNMENT AFFAIRS	(i)	461,206	194,442	7,144	26,500	13,277	702,569	0
	(ii)	0	0	0	0	-	-	0
12 JANET BRANTON SVP, GLOBAL SERVICES	(i)	328,245	101,905	5,544	26,500	13,277	475,471	0
	(ii)	0	0	0	0	-	-	0
13 LAWRENCE YUN SVP, CHIEF ECONOMIST	(i)	399,327	125,625	3,003	26,500	13,277	567,732	0
	(ii)	0	0	0	0	-	-	0
14 MARK LESSWING SVP, CHIEF TECH OFFICER	(i)	388,757	115,712	3,612	26,500	13,277	547,858	0
	(ii)	0	0	0	0	-	-	0
15 STEPHANIE SINGER SVP, COMMUNICATIONS	(i)	273,211	58,015	2,835	26,500	13,277	373,838	0
	(ii)	0	0	0	0	-	-	0

Schedule L
(Form 990 or 990-EZ)

Transactions with Interested Persons

OMB No 1545-0047

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.**

▶ **Attach to Form 990 or Form 990-EZ.**

▶ **Information about Schedule L (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.**

2016

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Department of the Treasury
Internal Revenue Service

Name of the organization
National Association of Realtors

Employer identification number

36-1520690

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and 501(c)(29) organizations only)

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

1	(a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected?	
				Yes	No

- 2 Enter the amount of tax incurred by organization managers or disqualified persons during the year under section 4958 ▶ \$ _____
- 3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization ▶ \$ _____

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26, or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

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

Total ▶ \$ _____

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

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

Part IV Business Transactions Involving Interested Persons.

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

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) GREG STINTON	FAMILY MEMBER - D STINTON	96,279	NAR EMPLOYEE		No
(2) ASHLEY STINTON	FAMILY MEMBER - D STINTON	128,852	NAR EMPLOYEE		No

Part V Supplemental Information

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

Return Reference	Explanation

SCHEDULE O
(Form 990 or 990-EZ)

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.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

2016

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
National Association of Realtors

Employer identification number

36-1520690

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 15b PROCESS USED TO DETERMINE COMPENSATION	NAR USES AN OUTSIDE COMPENSATION CONSULTANT TO HELP DETERMINE THE COMPENSATION PACKAGES FOR THE ORGANIZATION'S OTHER OFFICERS AND KEY EMPLOYEES. ONCE NAR'S INDEPENDENT COMPENSATION CONSULTANT DETERMINES THE FINAL COMPENSATION PACKAGES FOR THE ORGANIZATION'S OTHER OFFICERS AND KEY EMPLOYEES, THEY ARE REVIEWED AND APPROVED BY THE CEO. IN SUBSEQUENT YEARS, THE ORGANIZATION WILL USE AN INDEPENDENT CONSULTANT ON AN AS NEEDED BASIS. THIS PROCESS WAS LAST UNDERTAKEN IN THE FOURTH QUARTER OF 2015 FOR THE 2016 COMPENSATION PACKAGES FOR THE POSITIONS OF *VP FINANCE & COMPTROLLER, *SVP COMMUNITY AND POLITICAL AFFAIRS, *SVP & GENERAL COUNSEL, *SVP HUMAN RESOURCES & OFFICE SERVICES, *SVP MARKETING & BUSINESS DEVELOPMENT

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 6 Members or Stockholders	Per the instructions to the Form 990, a member, as referred to in Part VI, Line 6, is defined as any person who has the right to 1 Elect the members of the governing body (but not if the members of the governing body are the organization's only members) or their delegates, 2 Approve or deny significant decisions of the governing body, or 3 Receive a share of the organization's profits or excess dues or a share of the organization's net assets upon the organization's dissolution NAR's members do not possess the kinds of rights outlined above As such, the organization has checked "no" to the respective questions in the Form 990, Part VI, Lines 6 through 7b

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 14 Retention and destruction policy	Currently, many divisions and departments of NAR have procedures in place for document retention and destruction. Furthermore, the Legal, Finance and Human Resources divisions all have specific procedures and policies in place to ensure the proper retention and destruction of documents.

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 1a Delegate broad authority to a committee	<p>The organization's board delegates authority to act on behalf of the governing body to the executive committee. The executive committee shall consist of the President, the President-Elect, the First Vice President, the Treasurer, the Regional Vice Presidents, the immediate Past President, the Past President twice-removed, the Vice President and Liaison to Committees, the Vice President and Liaison to Government Affairs, four other Past Presidents, twelve members who have not served as President, two members from the Real Estate Services Advisory Board, one Member Board Executive Officer, and one appointee of each of the Institutes, Societies and Councils of the National Association. The Political Fundraising Chairman and the Member Mobilization Chairman shall also serve as non-voting members of the Executive Committee. The President shall appoint, each year, two Past Presidents to serve two year terms, to succeed those whose terms expire. At the meeting of the Board of Directors during the National Convention, the President-elect shall submit to the Board of Directors six nominees, at least four of whom are Directors, one of whom may be a member who has previously served as a Director, and one of whom may be a member who has not previously served as a Director, to serve as members of the Executive Committee. The Board of Directors shall elect members of the Executive Committee from such nominations. The Executive Committee shall conduct the affairs of the National Association in accordance with the policies and instruction of the Board of Directors. The Executive Committee shall meet on the call of the President, the Board of Directors or any eleven of its members. The President shall act as Chairman of the Executive Committee. Seventeen members shall constitute a quorum. A Member who has served as a member of the Executive Committee for terms aggregating twenty (20) years shall be a member of the Executive Committee for life unless sooner terminated by resignation from the Committee or the National Association.</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 2 Family/business relationships amongst interested persons	MAURICE VEISSI AND MADELINE VEISSI - Family relationship, ROBERT GOLDBERG AND MARTIN EDWARDS - Business relationship, ELIZABETH MENDENHALL AND RICHARD MENDENHALL - Family relationship, STEPHEN CASPER AND MEG CASPER - Family relationship, DOMINIC CARDONE AND CHRISTINA CARDONE - Family relationship, GAIL HARTNETT AND KERRI HARTNETT - Family relationship, BRIAN SEARS AND KEVIN SEARS - Family relationship, JOSEPH BROWN AND KEVIN BROWN - Family relationship

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 11b Review of form 990 by governing body	The National Association of Realtors' Form 990 review process included 1) A detailed review by the CEO, Treasurer and Comptroller of the organization, 2) A review by the organization's finance committee, including a presentation by the paid tax preparer, and 3) A Finance Committee report to the Executive Committee and Board of Directors

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 12c Conflict of interest policy	On an annual basis, the executive committee of the board of directors, officers, and key employees of NATIONAL ASSOCIATION OF REALTORS (NAR) receive a copy of the conflict of interest policy. This policy requires them to disclose annually interests that could give rise to potential or actual conflicts. Any potential or actual conflicts of interest are reviewed and evaluated by the NAR legal department, followed up on by the Association's General Counsel, and shared with NAR's Leadership. NAR's leadership determines the appropriate steps necessary to alleviate, monitor, and deal with conflicts, such as restricting the actions of persons with a conflict by prohibiting them from participating in the governing body's deliberations and decisions for a particular transaction.

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 15a Process to establish compensation of top management official	<p>NAR relies on the Leadership Team, including the current and incoming Presidents as well as the Treasurer, to determine, review, and approve the compensation of the CEO. The team consists of the following NAR board members: President and Treasurer. Additionally, the compensation team is supported by NAR's Senior Vice President of Human Resources. Comparability data is used by the compensation team to help determine compensation. On an annual basis, the CEO has a performance evaluation which is used in part to determine any changes in pay (ex: bonuses and merit increases). The deliberations and decision making with respect to the CEO's compensation are documented on a timely basis by the compensation team. The process for determining the compensation of the organization's CEO was last undertaken in October, 2015 for the 2016 calendar year compensation. Any potential or actual conflicts of interest are reviewed and evaluated by the NAR legal department, followed up on by the Association's General Counsel, and shared with NAR's Leadership. NAR's leadership determines the appropriate steps necessary to alleviate, monitor, and deal with conflicts, such as restricting the actions of persons with a conflict by prohibiting them from participating in the governing body's deliberations and decisions for a particular transaction.</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 19 Required documents available to the public	The Governing documents are not disclosed to the public, the Conflict of interest policy is available upon request, and the financial statements are provided as deemed

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VIII, Line 2f Other Program Service Revenue	EDUCATION COURSES - Total Revenue 3162119, Related or Exempt Function Revenue 3162119, Unrelated Business Revenue , Revenue Excluded from Tax Under Sections 512, 513, or 514 ,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VIII, Line 11d Other Miscellaneous Revenue	LICENSE FEES - Total Revenue 619580, Related or Exempt Function Revenue 550407, Unrelated Business Revenue 69173, Revenue Excluded from Tax Under Sections 512, 513, or 514 ,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part IX, Line 11g Other Fees	Consulting - Total Expense 46181641, Program Service Expense , Management and General Expenses , Fundraising Expenses ,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part XI, Line 9 Other changes in net assets or fund balances	Loss from Investments in Subsidiaries - -5132406, Change in Retirement Obligation - -3521000,

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No 1545-0047

2016

**Open to Public
Inspection**

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

▶ Attach to Form 990.

▶ Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

Department of the Treasury
Internal Revenue Service

Name of the organization
National Association of Realtors

Employer identification number

36-1520690

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) REALTORS RELIEF FOUNDATION 430 N MICHIGAN AVE CHICAGO, IL 60611 36-4468109	DISASTER RELIEF	IL	501(c)(3)	7	NAR	Yes	
(2) LEONARD P REAUME MEMORIAL FOUNDATION 430 N MICHIGAN AVE CHICAGO, IL 60611 36-3495865	EDUCATION	IL	501(c)(3)	PF	NAR	Yes	
(3) CENTER FOR SPECIALIZED REALTOR EDUCATION 430 N MICHIGAN AVE CHICAGO, IL 60611 36-4173556	MEMBER SERVICES	IL	501(c)(6)		NAR	Yes	
(4) REALTORS POLITICAL ACTION COMMITTEE 430 N MICHIGAN AVE CHICAGO, IL 60611 36-2795122	POLITICAL ACTIVITY	IL	527		NAR	Yes	
(5) NAR FUND 430 N MICHIGAN AVE CHICAGO, IL 60611 26-1725187	NON-FED ELECTION SUPPORT	IL	527		NAR	Yes	
(6) NAR CONGRESSIONAL FUND 430 N MICHIGAN AVE CHICAGO, IL 60611 27-3388377	POLITICAL ACTIVITY	IL	527		NAR	Yes	
(7) REALTOR UNIVERSITY 430 N MICHIGAN CHICAGO, IL 60611 45-2102449	EDUCATION	IL	501(c)(3)	2	CSRE		No

Part III Identification of Related Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No
(1) REALTORS INFORMATION NETWORK INC 430 N MICHIGAN AVE CHICAGO, IL 60611 36-3981966	REAL ESTATE INFO	IL	NAR	C Corporation	1,880,612	13,645,311	100 %	Yes	
(2) NATL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES 430 N MICHIGAN AVE CHICAGO, IL 60611 20-3467306	REAL ESTATE INFO AND SERVICES	IL	NAR	C Corporation	46,058,395	56,633,889	100 %	Yes	

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

	Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a Yes	
b Gift, grant, or capital contribution to related organization(s)	1b Yes	
c Gift, grant, or capital contribution from related organization(s)	1c Yes	
d Loans or loan guarantees to or for related organization(s)	1d	No
e Loans or loan guarantees by related organization(s)	1e	No
f Dividends from related organization(s)	1f	No
g Sale of assets to related organization(s)	1g	No
h Purchase of assets from related organization(s)	1h	No
i Exchange of assets with related organization(s)	1i	No
j Lease of facilities, equipment, or other assets to related organization(s)	1j	No
k Lease of facilities, equipment, or other assets from related organization(s)	1k	No
l Performance of services or membership or fundraising solicitations for related organization(s)	1l Yes	
m Performance of services or membership or fundraising solicitations by related organization(s)	1m	No
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n Yes	
o Sharing of paid employees with related organization(s)	1o Yes	
p Reimbursement paid to related organization(s) for expenses	1p	No
q Reimbursement paid by related organization(s) for expenses	1q Yes	
r Other transfer of cash or property to related organization(s)	1r Yes	
s Other transfer of cash or property from related organization(s)	1s Yes	

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

See Additional Data Table

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved

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

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	

Part VII **Supplemental Information**

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

Return Reference	Explanation
OTHER TRANSFERS OF CASH	THE NATIONAL ASSOCIATION OF REALTORS (NAR) FUND HAS BEEN SET UP AS SEPARATE SEGREGATED FUNDS AS DEFINED IN REG 1.527-2(B) AND IRC 527(F)(3) THE FUND IS TREATED AS AN INDEPENDENT POLITICAL ORGANIZATION NAR PROMPTLY TRANSFERS MEMBERSHIP DUES DIRECTLY TO THE FUND, AND ACCORDINGLY, THESE TRANSFERS ARE NOT TREATED AS EXPENDITURES FOR EXEMPT FUNCTIONS ADDITIONALLY, POLITICAL CONTRIBUTIONS AND MEMBERSHIP DUES ARE NOT USED TO EARN INVESTMENT INCOME

Additional Data

Software ID: 16000421
Software Version: 2016v3.0
EIN: 36-1520690
Name: National Association of Realtors

Form 990, Schedule R, Part II - Identification of Related Tax-Exempt Organizations

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c) (3))	(f) Direct controlling entity	(g) Section 512 (b)(13) controlled entity?	
						Yes	No
(1) 430 N MICHIGAN AVE CHICAGO, IL 60611 36-4468109	DISASTER RELIEF	IL	501(c)(3)	7	NAR	Yes	
(1) 430 N MICHIGAN AVE CHICAGO, IL 60611 36-3495865	EDUCATION	IL	501(c)(3)	PF	NAR	Yes	
(2) 430 N MICHIGAN AVE CHICAGO, IL 60611 36-4173556	MEMBER SERVICES	IL	501(c)(6)		NAR	Yes	
(3) 430 N MICHIGAN AVE CHICAGO, IL 60611 36-2795122	POLITICAL ACTIVITY	IL	527		NAR	Yes	
(4) 430 N MICHIGAN AVE CHICAGO, IL 60611 26-1725187	NON-FED ELECTION SUPPORT	IL	527		NAR	Yes	
(5) 430 N MICHIGAN AVE CHICAGO, IL 60611 27-3388377	POLITICAL ACTIVITY	IL	527		NAR	Yes	
(6) 430 N MICHIGAN CHICAGO, IL 60611 45-2102449	EDUCATION	IL	501(c)(3)	2	CSRE		No

Form 990, Schedule R, Part V - Transactions With Related Organizations

	(a) Name of related organization	(b) Transaction type(a-s)	(c) Amount Involved	(d) Method of determining amount involved
(1)	NATIONAL ASSOCIATION OF REALTORS FUND	R	11,020,516	CASH
(1)	NAR CONGRESSIONAL FUND	R	10,275,000	CASH
(2)	REALTORS INFORMATION NETWORK	A	22,017	CASH
(3)	REALTORS INFORMATION NETWORK	L	178,508	CASH
(4)	REALTORS INFORMATION NETWORK	S	763,691	CASH
(5)	CENTER FOR SPECIALIZED REALTOR EDUCATION	A	129,530	CASH
(6)	CENTER FOR SPECIALIZED REALTOR EDUCATION	L	202,678	CASH
(7)	CENTER FOR SPECIALIZED EDUCATION	S	2,775,529	CASH
(8)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	A	495,080	CASH
(9)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	L	235,455	CASH
(10)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	S	1,051,492	CASH
(11)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	S	16,432,000	ESTIMATED VALUE
(12)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	D	2,300,000	CASH
(13)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	B	22,900,000	CASH
(14)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	D	561,000	CASH
(15)	REALTOR UNIVERSITY	L	188,000	ESTIMATED FAIR VALUE
(16)	REALTOR UNIVERSITY	B	100,000	CASH
(17)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	C	160,000	CASH
(18)	CENTER FOR SPECIALIZED EDUCATION	C	110,000	CASH
(19)	REALTORS INFORMATION NETWORK	C	80,000	CASH