

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.

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

OMB No. 1545-0047
2019
Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 03-01-2019, and ending 02-29-2020

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

C Name of organization: Zoological Society of Philadelphia
 % JACK T WAGNER CFO
 Doing business as

D Employer identification number: 23-1352298

E Telephone number: (215) 243-1100

G Gross receipts \$ 44,799,371

F Name and address of principal officer:
 Vikram H Dewan
 3400 West Girard Avenue
 Philadelphia, PA 19104

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) () ◀ (insert no.) 4947(a)(1) or 527

J Website: ▶ www.philadelphiazoo.org

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: 1859 **M** State of legal domicile: PA

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
 BY CONNECTING PEOPLE WITH WILDLIFE, THE PHILADELPHIA ZOO, AMERICA'S FIRST ZOO, CREATES JOYFUL DISCOVERY AND INSPIRES ACTION FOR ANIMALS AND HABITATS.

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) | 3 | 38 |
| 4 Number of independent voting members of the governing body (Part VI, line 1b) | 4 | 38 |
| 5 Total number of individuals employed in calendar year 2019 (Part V, line 2a) | 5 | 638 |
| 6 Total number of volunteers (estimate if necessary) | 6 | 805 |
| 7a Total unrelated business revenue from Part VIII, column (C), line 12 | 7a | 62,500 |
| 7b Net unrelated business taxable income from Form 990-T, line 39 | 7b | 0 |

| | Prior Year | Current Year |
|---|------------|--------------|
| 8 Contributions and grants (Part VIII, line 1h) | 12,300,159 | 14,068,202 |
| 9 Program service revenue (Part VIII, line 2g) | 15,474,726 | 18,046,505 |
| 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) | 5,181,545 | 1,371,586 |
| 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | 7,244,891 | 7,552,533 |
| 12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) | 40,201,321 | 41,038,826 |
| 13 Grants and similar amounts paid (Part IX, column (A), lines 1–3) | 178,056 | 145,374 |
| 14 Benefits paid to or for members (Part IX, column (A), line 4) | 0 | 0 |
| 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) | 18,949,622 | 19,423,898 |
| 16a Professional fundraising fees (Part IX, column (A), line 11e) | 478,222 | 452,431 |
| b Total fundraising expenses (Part IX, column (D), line 25) ▶ 2,458,239 | | |
| 17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e) | 23,877,117 | 21,839,611 |
| 18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25) | 43,483,017 | 41,861,314 |
| 19 Revenue less expenses. Subtract line 18 from line 12 | -3,281,696 | -822,488 |

| | Beginning of Current Year | End of Year |
|--|---------------------------|-------------|
| 20 Total assets (Part X, line 16) | 113,558,186 | 113,302,279 |
| 21 Total liabilities (Part X, line 26) | 18,477,262 | 20,169,507 |
| 22 Net assets or fund balances. Subtract line 21 from line 20 | 95,080,924 | 93,132,772 |

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: _____ Date: 2021-01-12
 VIKRAM H DEWAN ceo
 Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name: _____ Preparer's signature: _____ Date: _____
 Check if self-employed PTIN: P00504182
 Firm's name: ▶ GRANT THORNTON LLP Firm's EIN: _____
 Firm's address: ▶ 757 THIRD AVE 3RD FLOOR Phone no. (212) 599-0100
 NEW YORK, NY 10017

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III **1** Briefly describe the organization's mission:

PHILADELPHIA ZOO'S MISSION IS TO CONNECT PEOPLE WITH WILDLIFE, WHILE CREATING JOYFUL DISCOVERY AND INSPIRING ACTION FOR ANIMALS AND HABITATS.

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 \$ | 21,418,086 | including grants of \$ | 0 | (Revenue \$ | 18,343,182) |
| | See Additional Data | | | | | |

| | | | | | | |
|-----------|-----------------------|-----------|------------------------|---|-------------|-----|
| 4b | (Code:) (Expenses \$ | 7,589,947 | including grants of \$ | 0 | (Revenue \$ | 0) |
| | See Additional Data | | | | | |

| | | | | | | |
|-----------|-----------------------|-----------|------------------------|---------|-------------|-----------|
| 4c | (Code:) (Expenses \$ | 2,234,935 | including grants of \$ | 145,374 | (Revenue \$ | 194,441) |
| | See Additional Data | | | | | |

| | | | | | | |
|-----------|--|---|------------------------|---|-------------|-----|
| 4d | Other program services (Describe in Schedule O.) | | | | | |
| | (Expenses \$ | 0 | including grants of \$ | 0 | (Revenue \$ | 0) |

| | | | | | | |
|-----------|---|------------|--|--|--|--|
| 4e | Total program service expenses ▶ | 31,242,968 | | | | |
|-----------|---|------------|--|--|--|--|

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, and Yes/No response. Rows include questions 1 through 21, covering various organizational requirements and financial reporting details.

Part IV Checklist of Required Schedules (continued)

Table with 3 main columns: Question/Description, Yes, No. Rows include questions 22 through 38 regarding grants, compensation, tax-exempt bonds, excess benefit transactions, and controlled entities.

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 3 main columns: Question/Description, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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

2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return. 2a 638
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions) 2b Yes
3a Did the organization have unrelated business gross income of \$1,000 or more during the year? 3a Yes
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O 3b Yes
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? 4a No
b If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 5a No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? 5b No
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T? 5c
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? 6a No
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? 6b
7 Organizations that may receive deductible contributions under section 170(c).
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? 7a Yes
b If "Yes," did the organization notify the donor of the value of the goods or services provided? 7b Yes
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? 7c No
d If "Yes," indicate the number of Forms 8282 filed during the year 7d
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 7e No
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? 7f No
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? 7g
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 7h
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? 8
9 Sponsoring organizations maintaining donor advised funds.
a Did the sponsoring organization make any taxable distributions under section 4966? 9a
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? 9b
10 Section 501(c)(7) organizations. Enter:
a Initiation fees and capital contributions included on Part VIII, line 12 10a
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b
11 Section 501(c)(12) organizations. Enter:
a Gross income from members or shareholders 11a
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 12a
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year. 12b
13 Section 501(c)(29) qualified nonprofit health insurance issuers.
a Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O. 13a
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b
c Enter the amount of reserves on hand 13c
14a Did the organization receive any payments for indoor tanning services during the tax year? 14a No
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O 14b
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N. 15 No
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O. 16 No

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



Section A. Governing Body and Management

Table with 5 columns: Question ID, Question Text, Answer Box, Yes, No. Rows include 1a, 1b, 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 5 columns: Question ID, Question Text, Answer Box, Yes, No. Rows include 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed
18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection.
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records:

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.

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

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

| (A) Name and title | (B) Average hours per week (list any hours for related organizations below 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 | | | | | | | | | | |
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Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

| (A) Name and title | (B) Average hours per week (list any hours for related organizations below 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 | | | | | | | | | | |
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|---|-----------|---|---------|
| 1b Sub-Total | | | |
| 1c Total from continuation sheets to Part VII, Section A | | | |
| 1d Total (add lines 1b and 1c) | 1,946,370 | 0 | 436,273 |

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 ▶ **15**

| | Yes | No |
|--|-----|----|
| 3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i> | | No |
| 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i> | Yes | |
| 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i> | | 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 |
|---|--------------------------------|---------------------|
| OIA Consulting Inc, 7450 Old Zaring Road CRESTWOOD, KY 40014 | Attraction | 1,742,236 |
| WH Myers Construction Co, 5219 N Lawrence Street PHILADELPHIA, PA 19120 | Construction | 790,025 |
| Harmelin Media, 524 Righters Ferry Road BALA CYNWYD, PA 19004 | Advertising | 785,471 |
| Ropes Courses Inc, 1300 Lincoln Road ALLEGAN, MI 49010 | Attraction | 569,192 |
| Crossmedia Inc, 275 7th Avenue NEW YORK, NY 10001 | Advertising | 318,967 |

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 ▶ **29**

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 | 737,867 | | |
| | d Related organizations | 1d | | | |
| | e Government grants (contributions) | 1e | 322,000 | | |
| | f All other contributions, gifts, grants, and similar amounts not included above | 1f | 13,008,335 | | |
| | g Noncash contributions included in lines 1a - 1f:\$ | 1g | 6,451,201 | | |
| | h Total. Add lines 1a-1f | | 14,068,202 | | |

| Program Service Revenue | | | (A) | (B) | (C) | (D) |
|---|---------------|--|------------|------------|-----|-----|
| | Business Code | | | | | |
| 2a ADMISSION FEES | 713110 | | 10,526,105 | 10,526,105 | 0 | 0 |
| b MEMBERSHIPS | 900099 | | 7,325,959 | 7,325,959 | 0 | 0 |
| c EDUCATION PROGRAMS | 611710 | | 194,441 | 194,441 | 0 | 0 |
| d | | | | | | |
| e | | | | | | |
| f All other program service revenue. | | | | | | |
| g Total. Add lines 2a-2f. | | | 18,046,505 | | | |

| | | | | | | | | |
|--|--|---|----------------|---------------|---------|-----------|-----------|----------|
| Other Revenue | 3 Investment income (including dividends, interest, and other similar amounts) | | | 1,231,268 | | | 1,231,268 | |
| | 4 Income from investment of tax-exempt bond proceeds | | | 0 | | | | |
| | 5 Royalties | | | 890,251 | | | 890,251 | |
| | 6a Gross rents | 6a | (i) Real | (ii) Personal | | | | |
| | | | | | | | | |
| | | b Less: rental expenses | 6b | | | | | |
| | | c Rental income or (loss) | 6c | 0 | 0 | | | |
| | d Net rental income or (loss) | | | | 0 | | | |
| | 7a Gross amount from sales of assets other than inventory | 7a | (i) Securities | (ii) Other | | | | |
| | | | | | | | | |
| | | b Less: cost or other basis and sales expenses | 7b | 3,400,498 | | | | |
| | | c Gain or (loss) | 7c | 140,318 | | | | |
| | d Net gain or (loss) | | | | 140,318 | | 140,318 | |
| | 8a Gross income from fundraising events (not including \$ 737,867 of contributions reported on line 1c). See Part IV, line 18 | 8a | | | 59,998 | | | |
| | | | 8b | | 360,047 | | | |
| | | c Net income or (loss) from fundraising events | | | | -300,049 | | -300,049 |
| | 9a Gross income from gaming activities. See Part IV, line 19 | 9a | | | 0 | | | |
| | | | 9b | | 0 | | | |
| c Net income or (loss) from gaming activities | | | | | 0 | | | |
| 10a Gross sales of inventory, less returns and allowances | 10a | | | 0 | | | | |
| | | 10b | | 0 | | | | |
| | c Net income or (loss) from sales of inventory | | | | 0 | | | |
| Miscellaneous Revenue | | Business Code | | | | | | |
| 11a CONCESSIONS/PARKING | | 713110 | 4,074,728 | 0 | 60,000 | 4,014,728 | | |
| b RENTAL AND EVENTS | | 900099 | 1,315,867 | 0 | 0 | 1,315,867 | | |
| c PROCEEDS FROM INSURANCE SETTLEMENT | | 900099 | 1,076,945 | 0 | 0 | 1,076,945 | | |
| d All other revenue | | | 494,791 | 491,118 | 2,500 | 1,173 | | |
| e Total. Add lines 11a-11d | | | 6,962,331 | | | | | |
| 12 Total revenue. See instructions | | | 41,038,826 | 18,537,623 | 62,500 | 8,370,501 | | |

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 | 36,364 | 36,364 | | |
| 2 Grants and other assistance to domestic individuals. See Part IV, line 22 | 18,000 | 18,000 | | |
| 3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16. | 91,010 | 91,010 | | |
| 4 Benefits paid to or for members | 0 | | | |
| 5 Compensation of current officers, directors, trustees, and key employees | 1,314,405 | 659,734 | 424,531 | 230,140 |
| 6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) | 0 | | | |
| 7 Other salaries and wages | 13,393,774 | 10,767,791 | 1,827,036 | 798,947 |
| 8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions) | 540,804 | 434,774 | 73,771 | 32,259 |
| 9 Other employee benefits | 3,002,724 | 2,183,188 | 570,195 | 249,341 |
| 10 Payroll taxes | 1,172,191 | 942,371 | 159,898 | 69,922 |
| 11 Fees for services (non-employees): | | | | |
| a Management | 0 | | | |
| b Legal | 56,303 | 17,976 | 38,327 | |
| c Accounting | 123,470 | | 123,470 | |
| d Lobbying | 106,969 | | | 106,969 |
| e Professional fundraising services. See Part IV, line 17 | 452,431 | | | 452,431 |
| f Investment management fees | 117,925 | | 117,925 | |
| g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O) | 4,284,647 | 2,991,076 | 1,125,165 | 168,406 |
| 12 Advertising and promotion | 1,780,447 | 725,311 | 1,011,795 | 43,341 |
| 13 Office expenses | 1,905,407 | 1,517,673 | 351,162 | 36,572 |
| 14 Information technology | 184,716 | | 184,716 | |
| 15 Royalties | 0 | | | |
| 16 Occupancy | 3,646,175 | 3,528,340 | 75,683 | 42,152 |
| 17 Travel | 164,220 | 119,992 | 40,114 | 4,114 |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials | 0 | | | |
| 19 Conferences, conventions, and meetings | 0 | | | |
| 20 Interest | 435,160 | | 435,160 | |
| 21 Payments to affiliates | 0 | | | |
| 22 Depreciation, depletion, and amortization | 6,899,944 | 6,488,005 | 385,791 | 26,148 |
| 23 Insurance | 776,805 | 666 | 776,139 | |
| 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 ANIMAL NUTRITION | 626,806 | 626,806 | 0 | 0 |
| b SPECIAL PROGRAMS/EVENTS | 92,577 | 17,258 | 24,192 | 51,127 |
| c MISCELLANEOUS | 638,040 | 76,633 | 415,037 | 146,370 |
| d | | | | |
| e All other expenses | | | | |
| 25 Total functional expenses. Add lines 1 through 24e | 41,861,314 | 31,242,968 | 8,160,107 | 2,458,239 |
| 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 | 38,000 | 1 | 35,000 |
| | 2 Savings and temporary cash investments | 7,257,212 | 2 | 8,519,707 |
| | 3 Pledges and grants receivable, net | 3,550,137 | 3 | 3,251,802 |
| | 4 Accounts receivable, net | 707,076 | 4 | 400,744 |
| | 5 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons | 0 | 5 | 0 |
| | 6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) | 0 | 6 | 0 |
| | 7 Notes and loans receivable, net | 0 | 7 | 0 |
| | 8 Inventories for sale or use | 0 | 8 | 0 |
| | 9 Prepaid expenses and deferred charges | 67,586 | 9 | 288,981 |
| | 10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D | 10a 178,233,096 | | |
| | b Less: accumulated depreciation | 10b 115,120,086 | 65,246,098 | 10c 63,113,010 |
| | 11 Investments—publicly traded securities | 36,692,077 | 11 | 37,687,264 |
| | 12 Investments—other securities. See Part IV, line 11 | 0 | 12 | 0 |
| | 13 Investments—program-related. See Part IV, line 11 | 0 | 13 | 0 |
| | 14 Intangible assets | 0 | 14 | 0 |
| | 15 Other assets. See Part IV, line 11 | 0 | 15 | 5,771 |
| 16 Total assets. Add lines 1 through 15 (must equal line 34) | 113,558,186 | 16 | 113,302,279 | |
| Liabilities | 17 Accounts payable and accrued expenses | 3,401,117 | 17 | 4,695,737 |
| | 18 Grants payable | 0 | 18 | 0 |
| | 19 Deferred revenue | 1,859,648 | 19 | 1,765,767 |
| | 20 Tax-exempt bond liabilities | 5,379,230 | 20 | 4,883,827 |
| | 21 Escrow or custodial account liability. Complete Part IV of Schedule D | 0 | 21 | 0 |
| | 22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons | 0 | 22 | 0 |
| | 23 Secured mortgages and notes payable to unrelated third parties | 6,323,838 | 23 | 6,200,655 |
| | 24 Unsecured notes and loans payable to unrelated third parties | 0 | 24 | 0 |
| | 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 | 1,513,429 | 25 | 2,623,521 |
| | 26 Total liabilities. Add lines 17 through 25 | 18,477,262 | 26 | 20,169,507 |
| Net Assets or Fund Balances | Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33. | | | |
| | 27 Net assets without donor restrictions | 71,882,250 | 27 | 71,334,000 |
| | 28 Net assets with donor restrictions | 23,198,674 | 28 | 21,798,772 |
| | Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33. | | | |
| | 29 Capital stock or trust principal, or current funds | | 29 | |
| | 30 Paid-in or capital surplus, or land, building or equipment fund | | 30 | |
| | 31 Retained earnings, endowment, accumulated income, or other funds | | 31 | |
| 32 Total net assets or fund balances | 95,080,924 | 32 | 93,132,772 | |
| 33 Total liabilities and net assets/fund balances | 113,558,186 | 33 | 113,302,279 | |

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 | 41,038,826 |
| 2 | Total expenses (must equal Part IX, column (A), line 25) | 2 | 41,861,314 |
| 3 | Revenue less expenses. Subtract line 2 from line 1 | 3 | -822,488 |
| 4 | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) | 4 | 95,080,924 |
| 5 | Net unrealized gains (losses) on investments | 5 | 931,717 |
| 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 | -2,057,381 |
| 10 | Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B)) | 10 | 93,132,772 |

Part XII Financial Statements and Reporting

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

- 1** Accounting method used to prepare the Form 990: Cash Accrual Other _____
 If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?
 If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- 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:
 Separate basis Consolidated basis Both consolidated and separate basis
- c** If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
 If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- 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.

| | Yes | No |
|-----------|-----|----|
| 2a | | No |
| 2b | Yes | |
| 2c | Yes | |
| 3a | | No |
| 3b | | |

Software ID:

Software Version:

EIN: 23-1352298

Name: Zoological Society of Philadelphia

Form 990 (2019)

Form 990, Part III, Line 4a:

Exhibits and Garden Care: Philadelphia Zoo's mission is to connect people with wildlife, while creating joyful discovery and inspiring action for animals and habitats. Accredited by the Association of Zoos and Aquariums, Philadelphia Zoo, Americas first zoo, welcomes more than approximately 1.2 million visitors each year through its historic gates. Philadelphia Zoo has worked diligently to reimagine and transform its campus and the overall Zoo experience, with the additions of award-winning exhibits such as the pioneering Zoo360, KidZooU: Hamilton Family Children's Zoo & Faris Family Education Center (KidZooU), McNeil Avian Center and Big Cat Falls. Over the past decade, other updates exhibit enhancements include: Zoo360: Zoo360 is an innovative, first-in-the-world system of see-through trails passing through treetops, crossing over pathways and connecting habitats, providing animals like amazing big cats, majestic primates and marvelous meerkats opportunities to travel and explore. Zoo360 offers exciting and enriching experiences for animals and visitors alike, taking the Zoo experience to a whole new level. Zoo360 benefits animal by offering more opportunities for long-distance travel, greater environmental variety and an increased ability to determine their own experiences, while similarly enhancing the visitor experience by creating a more dynamic engagement. Animals are on the move like never before at Philadelphia Zoo, now as you move around the Zoo, the Zoo moves around you. Zoo360 trails link existing habitats, so animals with similar habitat requirements can utilize each others spaces in a time-sharing situation. Zoo360 is another first at Philadelphia Zoo and in the world, and showcases the Zoos commitment to excellence in animal care and inspiring guests to conservation action. KidZooU, Hamilton Family Children's Zoo & Faris Family Education Center: At the heart of the campus is KidZooU: an indoor-outdoor wildlife academy and children's zoo that boasts interactive, educational experiences for the youngest environmental stewards. KidZooU offers dynamic displays, hands-on learning and rare and unusual goats, sheep, chickens and ducks for toddlers and tweens alike. Located on the site of the former Pachyderm House, KidZooU was designed with special needs communities in mind and with the input of experts from The Childrens Hospital of Philadelphia's Center for Autism Research, the Overbrook School for the Blind and others. Exhibits feature Universal design elements, signage in Braille, sign language and a picture exchange system for very young children or those on the autism spectrum, as well as audio and tactile elements. The site is wheelchair accessible and buildings feature power doors. Amenities also include adolescent-size changing tables in family restrooms. KidZooU is LEED Gold certified and utilizes elements such as geothermal wells for heating and cooling; daylighting; rain water collection for use as gray water to flush the public toilets; rain gardens and vegetated roofs to reduce water runoff into storm drains; building reuse (renovation of the former pachyderm exhibit); and recycled and salvage building materials. KidZooU has received several prestigious honors including: -the groundbreaker award from the Delaware valley green Building Council -the construction award from preservation pennsylvania -Best New Stormwater Control Measure from Temple/Villanova Sustainable Stormwater Initiative -The Mayors Commission on People with Disabilities -The Grand Jury Award from the Preservation Alliance for Greater Philadelphia -2014 Exhibit of the Year from Association of Zoos and Aquariums (AZA) McNeil Avian Center showcases lush walk-through habitats, which house over 100 rare and endangered birds from around the world. Notable features include the rainforest, which immerses visitors in color and sound as they are surrounded by bird species, and the multi-sensory 4-D Migration Theater. Big Cat Falls offers a stunning landscape of habitats where guests come face-to-face with endangered big cats from around the world, including beautiful snow leopards, playful pumas, Critically-endangered Amur tigers, African lions, jaguars and Amur leopards and more. Big cats move from one exhibit to another utilizing Big Cat Crossing, an extension of Zoo360 that crosses over the main visitor path stopping guests in their tracks. OUTBACK OUTPOST Philadelphia Zoo's newest Australian outback exhibit lets guests explore the land of the red kangaroo, the world's largest marsupial, and the emu, the second tallest bird in the world. Visitors can take an incredible journey of the joey, say 'g'day to a few of Australia's giants, and jump into the pouch of giant kangaroo statue to take a selfie or kick back and relax in a new outdoor seating area. WINGS OF ASIA Replicating an Asian garden, Wings of Asia is filled with color, sound and a spectacular collection of unique Asian birds! This free flight aviary offers the opportunity to hand-feed amazing creatures, providing an up close and personal experience with some of the most beautiful birds on the planet. RAPTOR RIDGE Home to the Zoo's bald eagles and owls, two of North America's most recognizable birds of prey, Raptor Ridge also features work from local artists that accentuate the exhibit -- including exquisite benches made with chainsaws and a 40-foot-long mural featuring photo opportunities for guests to soar like the impressive birds illustrated in the artwork. WATER IS LIFE A complete redesign of the former Carnivore Kingdom exhibit, Water is Life highlights one of the planets most important resources and showcases its role in shelter, nourishment, animals and humans. Offering two zones to explore, Red Panda Pass offers a winding maze of overhead bridges and Otter Falls, a new aquatic version of Zoo360, provides oversized slides for Giant River Otters to enjoy. Penguin Point Another complete redesign of the former polar bear exhibit, Penguin Point is home to twenty-two of the Zoos most popular resident--Humboldt penguins. Featuring an oversized swimming pool and enormous underwater viewing area for guests Penguin Point is one of the most exciting new exhibits at the Zoo. In winter 2019, the Zoo opened LumiNature, a fantastical holiday-season light experience that transformed the Zoo from its daytime magic into a winter wonderland, taking guests on a magical journey of lights, music, sounds and surprises. A seasonal experience running from mid-November to January 6, 2020, LumiNature featured bright pink flamingo (ornaments) flocking together on a 25 tree, a 35 polar bear sharing the magnificence of our planet and a campus filled with the artistry of lights, media, sound and nature itself. LumiNature is a tailor-made fantastical adventure created to bring the joy of animals, nature and the holiday season together in an exciting and beautiful way.

Form 990, Part III, Line 4b:

Animal Care: Philadelphia Zoo is one of foremost conservation organizations and currently home to approximately 2,119 animals of more than 268 different species. Throughout its history, Philadelphia Zoo has provided exceptional care for animals while educating and inspiring guests and participating in worldwide conservation efforts. Known for continued innovation, commitment to wildlife, and achieving longevity records, Philadelphia Zoo is a zoo of many firsts. Ranging from having the first orangutan and chimpanzee born in the U.S. in the 1920s to the first giant river otter born in the U.S. in 2004 to the creation of Zoo360 a first-in-the-world animal travel and exploration system developed in 2011 and now implemented in more than 20 zoos across the globe, Philadelphia Zoo, continues to set standards across the industry. Philadelphia Zoo is part of a greater mission to create national zoo conservation and breeding programs for endangered species. The Zoo works in cooperation with other accredited zoos in North America and worldwide via the Species Survival Plan (SSP), a cooperative effort used to manage and breed endangered and other animal species to ensure healthy, self-sustaining genetically diverse animal populations. These breeding programs serve as safety nets for species that are threatened with extinction in the wild. Philadelphia Zoo continues to reach new heights in all areas of its mission, offering state-of-the-art animal exhibits and health-care facilities, award-winning education and conservation programs, exceptional guest services, scientific accomplishments making this historically significant venue one of the most renowned zoos in the world.

Form 990, Part III, Line 4c:

Education and Conservation Programming: Driven by a passion for promoting action that supports wildlife conservation, the Zoo offers a broad portfolio of dynamic educational programs. As the region's largest living classroom, the Zoo offers hands-on, curriculum-connected and mission-focused animal experiences to over 150,000 schoolchildren each year. Through these programs, the Zoo helps to grow the next generation of environmental stewards, giving young people the opportunity to share their new wildlife and conservation knowledge with their communities. **ANIMALS IN THE CLASSROOM** Building empathy for animals is critical to the Zoos mission and firsthand experiences encourage this empathy, while supporting the child's development and positive social behavior. It is this philosophy, infused with an environmental-based learning approach, that is used to create our successful Animals in the Classroom program. This Program offers a unique opportunity for students to care for tadpoles in their classroom while fostering empathy and responsibility for wildlife. **Why Tadpoles?** Unlike cats, dogs, or rabbits, tadpoles are not the cuddliest animals, so falling in love with them may not be easy, but exposing children to an animal that goes through physical changes as they grow, similar to kids, is a great way of connecting. This Program enables students to be involved in the animals life process, from rescuing eggs or newly hatched larvae, to caring for them in school, and then releasing them back into the wild, students learn about and are involved in their full circle life process. With this hands-on approach, students can develop a deep empathy for all animals leading to them to take action and becoming stewards of the planet. **FIELD TRIPS** Not only are field trips fun, they immerse students in the world's wildlife, building empathy and encouraging them to make small changes in their everyday life that can have an impact on animals. A field trip to the Zoo is an experience that will last a lifetime. **COMMUNITY ACCESS PROGRAM (CAP)** In partnership with individual, corporate, and foundation donors throughout our region, the Zoo provides free visits and engaging learning opportunities to more than 65,000 students from Title I schools annually. By committing to at least 5% of the annual attendance, the Zoo has made free Zoo visits possible for hundreds of thousands of students from around the region. **THE UNLESS CONTEST** The Albert M. Greenfield UNLESS Contest challenges students from K through 12 to develop creative solutions to problems that impact wildlife. Students are presented with a challenge to address, and they work to obtain a solution through advocacy. Since the start of UNLESS thousands of schoolchildren from more than 200 schools in the region have participated reaching 2 to 4 million people with their conservation messages each year. **ZOOCREW-ZOO CHAMPIONS FOR RESTORING ENDANGERED WILDLIFE** A multi-year youth mentoring and engagement program, ZooCREW creates conservation-minded, civically engaged citizens. Area teens with a diverse array of backgrounds and experiences learn to care for animals, educate Zoo guests, and equip themselves with tools to create long-term change in the world. ZooCREW is a wonderful platform for educational success, with a 100% high school graduation rate and a 96% college matriculation rate. Through a series of focused efforts, the Zoo has defined its role as a conservation organization working to significantly deepen positive impact on wildlife and the environment. The greatest opportunity to achieve conservation impact is through partnering with the millions of day-to-day guests that visit onsite or online; the thousands of schoolchildren inspired each year through visits and outreach; and by leveraging access to a diverse group of local and international stakeholders who share commitment to making the world a better place for people and wildlife. The Zoo has adopted an action-oriented vision for our conservation and education efforts, dedicating resources to implementing programming to engage our onsite audiences and our community in direct conservation action. Our program is designed around a Theory of Change. Our Change Framework leverages the empathetic connection guests make with animals at the Zoo and by sharing tools that empower everyone to take action in their daily lives, people who connect with the Zoo will make a world of difference by becoming conservation-minded, civically engaged advocates for wildlife and habitat. Philadelphia Zoo works to engage visitors about the positive correlation between reducing carbon dioxide emissions and conserving the planet's wildlife population. Energy use and forest loss are the leading global sources of carbon emissions which are already changing the climate and threatening the survival of many endangered species. Migratory patterns of birds and pollinators like butterflies and bees are disrupted, rainfall changes are impacting the moist conditions necessary for species like frogs to breed, rising ocean temperatures are jeopardizing entire food chains and continued loss of forest could lead to orangutan extinction by 2050. The Zoo is committed to reducing the impacts of a changing climate on wildlife here and around the world. Everyday choices around saving electricity, conserving water, and recycling, along with advocating for the protection of natural resources like forests, can help wildlife and the environment. Every connection with the Zoo is an opportunity for guests to connect with wildlife and be inspired to conservation action. Zoo staff and volunteers engage in conservation activities in the following areas: **Endangered Species Breeding Programs:** National and international science-based cooperative zoo breeding programs, some led by Philadelphia Zoo staff, serve as a safety net for species threatened with extinction in the wild. **Educational Programming:** Zoo staff deploys a broad range of educational programs and interpretation to promote discovery, understanding, and stewardship of the natural world. **International Conservation:** The Zoo supports, develops, and conducts projects that protect wildlife and wild places. **International Conservation:** The Zoo supports, develops, and conducts projects that protect wildlife and wild places. **Local Conservation:** Staff work with organizations and agencies to exchange expertise and resources, implement conservation projects, provide training and field experience, and communicate information to the public through education programs and public relations activities. **Green Practices:** The Zoo is increasingly focused on reducing its environmental footprint through sustainable operating practices. KidZooU was designed to incorporate 'green' elements such as geothermal wells for heating and cooling, daylighting, and roof rainwater collection for use as gray water to flush the public toilets. Rain gardens reduce water runoff into storm drains. Stables for domestic livestock feature green roofs and are built with recovered wood. Moving forward each new or refurbished exhibit will incorporate green elements in its building and maintenance and utilize sustainable operating practices.

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 | | | |
| Vikram Dewan President & CEO | 40.0 0.0 | | | X | | | | 392,386 | 0 | 189,497 |
| Andrew Baker Chief Operating Officer | 40.0 0.0 | | | X | | | | 247,641 | 0 | 35,479 |
| Neil Vincent Batiampil Chief Development Officer | 40.0 0.0 | | | | | X | | 220,399 | 0 | 31,607 |
| Amy Shearer Chief Marketing Officer | 40.0 0.0 | | | | X | | | 229,682 | 0 | 12,481 |
| Jack Wagner Chief Financial Officer | 40.0 0.0 | | | X | | | | 201,296 | 0 | 31,661 |
| Christine Conti Controller | 40.0 0.0 | | | | | X | | 161,698 | 0 | 39,707 |
| Kenneth Woodson thru VP, Government & Comm Affairs | 40.0 0.0 | | | | | X | | 150,386 | 0 | 20,079 |
| Courtney MacLean Johns VP, Human Resources | 40.0 0.0 | | | | | X | | 130,784 | 0 | 38,104 |
| Gerald Griffin Director, IT | 40.0 0.0 | | | | | X | | 138,939 | 0 | 22,367 |
| Kimberly Serluco Corporate Secretary | 40.0 0.0 | | | X | | | | 73,159 | 0 | 15,291 |

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 Baldino Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Omar Blaik Director (as of 10/2019) | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Lisa Bonnell Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Robert L Brown III Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Jay HCalvert Jr Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Phoebe Coles Director (as of 10/2019) | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| george day Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Michael DiBerardinis Director (as of 10/2019) | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Orlando Esposito Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Ronald M Fairman Director | 2.0 0.0 | 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 | | | |
| Richard K Faris Vice Chair | 4.0 0.0 | X | | X | | | | 0 | 0 | 0 |
| Joel Frank Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Anthony Gay Director (as of 10/2019) | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| john a ginter vice chair (thru 05/2019) | 4.0 0.0 | X | | X | | | | 0 | 0 | 0 |
| Peter G Gould Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Carole Haas Gravagno director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Nathaniel P Hamilton director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| joan hendricks director (thru 05/2019) | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Susan Hollenstein Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Martha King Director | 2.0 0.0 | 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 | | | |
| Zachary Klehr Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Joanna M Lewis Vice Chair (at Large) | 4.0 0.0 | X | | X | | | | 0 | 0 | 0 |
| Rachel Luber-Cevera Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Charles N Marshall Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| F William McNabb III Chair | 10.0 0.0 | X | | X | | | | 0 | 0 | 0 |
| Molly Morrison Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| patrick m oates director (thru 05/2019) | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Patricia Owens director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| ELIANA PAPADAKIS director (thru 05/2019) | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Michael Pearson Director (as of 10/2019) | 2.0 0.0 | 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 | | | |
| Dale Prestipino director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Pedro A Ramos Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Diana Ramsay Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| scott rankin Director (as of 10/2019) | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Paul D Ridder Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Caroline Buck Rogers Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Marcy Feldman Rost Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Barbara Smit Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Andrew Smith Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Carolyn W Turner Director | 2.0 0.0 | 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 | | | |
| John Walsh Director | 2.0 0.0 | X | | | | | | 0 | 0 | 0 |
| Ellen Wolf Vice Chair | 4.0 0.0 | X | | X | | | | 0 | 0 | 0 |

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization
Zoological Society of Philadelphia

Employer identification number
23-1352298

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

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

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations _____
 - g Provide the following information about the supported organization(s).

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

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
 (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III.
 If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

| Calendar year (or fiscal year beginning in) ▶ | (a) 2015 | (b) 2016 | (c) 2017 | (d) 2018 | (e) 2019 | (f) Total |
|--|------------|------------|------------|------------|------------|------------|
| 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . . | 17,878,052 | 15,667,032 | 20,891,834 | 13,311,759 | 14,068,202 | 81,816,879 |
| 2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . . | | | | | | 0 |
| 3 The value of services or facilities furnished by a governmental unit to the organization without charge.. | | | | | | 0 |
| 4 Total. Add lines 1 through 3 | 17,878,052 | 15,667,032 | 20,891,834 | 13,311,759 | 14,068,202 | 81,816,879 |
| 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . . . | | | | | | 1,139,785 |
| 6 Public support. Subtract line 5 from line 4. | | | | | | 80,677,094 |

Section B. Total Support

| Calendar year (or fiscal year beginning in) ▶ | (a) 2015 | (b) 2016 | (c) 2017 | (d) 2018 | (e) 2019 | (f) Total |
|---|------------|------------|------------|------------|------------|-------------|
| 7 Amounts from line 4. . . | 17,878,052 | 15,667,032 | 20,891,834 | 13,311,759 | 14,068,202 | 81,816,879 |
| 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . . | 1,619,840 | 1,600,915 | 1,940,166 | 1,806,672 | 2,121,519 | 9,089,112 |
| 9 Net income from unrelated business activities, whether or not the business is regularly carried on . . . | 1,860 | 3,422 | 1,843 | 0 | 0 | 7,125 |
| 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). . . | 4,475,364 | 4,881,037 | 6,839,626 | 6,307,728 | 6,468,711 | 28,972,466 |
| 11 Total support. Add lines 7 through 10 | | | | | | 119,885,582 |
| 12 Gross receipts from related activities, etc. (see instructions) | | | | | 12 | 70,459,720 |

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

Section C. Computation of Public Support Percentage

| | | |
|--|-----------|----------|
| 14 Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f)) | 14 | 67.295 % |
| 15 Public support percentage for 2018 Schedule A, Part II, line 14 | 15 | 69.686 % |

- 16a 33 1/3% support test—2019.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization
- b 33 1/3% support test—2018.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization
- 17a 10%-facts-and-circumstances test—2019.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization
- b 10%-facts-and-circumstances test—2018.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization
- 18 Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

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

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

Section A. Public Support

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

Section B. Total Support

| Calendar year (or fiscal year beginning in) ▶ | | (a) 2015 | (b) 2016 | (c) 2017 | (d) 2018 | (e) 2019 | (f) Total |
|--|---|----------|----------|----------|----------|----------|-----------|
| 9 | Amounts from line 6. | | | | | | |
| 10a | Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. . . | | | | | | |
| b | Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975. | | | | | | |
| c | Add lines 10a and 10b. | | | | | | |
| 11 | Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on. | | | | | | |
| 12 | Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) | | | | | | |
| 13 | Total support. (Add lines 9, 10c, 11, and 12.) | | | | | | |

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

| | | | |
|-----------|--|-----------|--|
| 17 | Investment income percentage for 2019 (line 10c, column (f) divided by line 13, column (f)) | 17 | |
| 18 | Investment income percentage from 2018 Schedule A, Part III, line 17 | 18 | |

19a 33 1/3% support tests—2019. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

b 33 1/3% support tests—2018. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

| | | | |
|----------|--|-----|----|
| 1 | Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions): | | |
| a | <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below. | | |
| b | <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below. | | |
| c | <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions) | | |
| 2 | Activities Test. Answer (a) and (b) below. | | |
| a | Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i> | Yes | No |
| b | Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i> | | |
| 3 | Parent of Supported Organizations. Answer (a) and (b) below. | | |
| a | Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i> | | |
| b | Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i> | | |

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

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

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

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

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

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

Additional Data

Software ID:

Software Version:

EIN: 23-1352298

Name: Zoological Society of Philadelphia

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

Facts And Circumstances Test

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities
For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2019
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 Zoological Society of Philadelphia | Employer identification number 23-1352298 |
|--|--|

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

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")

2 Political campaign activity expenditures (see instructions) ▶ \$ _____

3 Volunteer hours for political campaign activities (see instructions)

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

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ _____

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ _____

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No

4a Was a correction made? Yes No

b If "Yes," describe in Part IV.

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

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ _____

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ _____

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b..... ▶ \$ _____

4 Did the filing organization file **Form 1120-POL** for this year? Yes No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

| (a) Name | (b) Address | (c) EIN | (d) Amount paid from filing organization's funds. If none, enter -0-. | (e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-. |
|----------|-------------|---------|---|--|
| 1 | | | | |
| 2 | | | | |
| 3 | | | | |
| 4 | | | | |
| 5 | | | | |
| 6 | | | | |

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

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

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

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

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

| | |
|------------|--|
| | |
| 106,969 | |
| 106,969 | |
| 42,479,219 | |
| 42,586,188 | |
| 1,000,000 | |

| 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?

| | |
|---------|--|
| 250,000 | |
| | |
| | |

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) 2016 | (b) 2017 | (c) 2018 | (d) 2019 | (e) Total |
|--|-----------|-----------|-----------|-----------|-----------|
| 2a Lobbying nontaxable amount | 1,000,000 | 1,000,000 | 1,000,000 | 1,000,000 | 4,000,000 |
| b Lobbying ceiling amount (150% of line 2a, column(e)) | | | | | 6,000,000 |
| c Total lobbying expenditures | 133,556 | 120,890 | 127,107 | 106,969 | 488,522 |
| d Grassroots nontaxable amount | 250,000 | 250,000 | 250,000 | 250,000 | 1,000,000 |
| e Grassroots ceiling amount (150% of line 2d, column (e)) | | | | | 1,500,000 |
| f Grassroots lobbying expenditures | | | | | |

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

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

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

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

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

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

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

Part IV Supplemental Information

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

| Return Reference | Explanation |
|-------------------|---|
| LOBBYING EXPENSES | SCHEDULE C, PART II-A, LINE 1B The Zoo retains several consultants annually to support its collaboration with local municipalities, including the City of Philadelphia and the commonwealth of Pennsylvania on legislative activities related to conservation, education, transportation, community development and certain capital projects. |

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

OMB No. 1545-0047
2019
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.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization
Zoological Society of Philadelphia

Employer identification number
23-1352298

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

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

- 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Yes No
- 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Yes No

Part II Conservation Easements.

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

- 1 Purpose(s) of conservation easements held by the organization (check all that apply).
- Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area
- Protection of natural habitat Preservation of a certified historic structure
- Preservation of open space

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

| | Held at the End of the Year |
|--|-----------------------------|
| a Total number of conservation easements | 2a |
| b Total acreage restricted by conservation easements | 2b |
| c Number of conservation easements on a certified historic structure included in (a) | 2c |
| d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register | 2d |

- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____
- 4 Number of states where property subject to conservation easement is located ▶ _____
- 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No
- 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____
- 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____
- 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No
- 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

- 1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.
- b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:
- (i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____
- (ii) Assets included in Form 990, Part X ▶ \$ _____
- 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:
- a Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____
- b Assets included in Form 990, Part X ▶ \$ _____

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

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

Part IV Escrow and Custodial Arrangements.

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

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

- c** Beginning balance
- d** Additions during the year
- e** Distributions during the year
- f** Ending balance

| | Amount |
|-----------|--------|
| 1c | |
| 1d | |
| 1e | |
| 1f | |

- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . Yes No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds.

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

| | (a) Current year | (b) Prior year | (c) Two years back | (d) Three years back | (e) Four years back |
|---|------------------|----------------|--------------------|----------------------|---------------------|
| 1a Beginning of year balance | 36,692,077 | 37,753,962 | 34,802,603 | 30,153,164 | 30,794,523 |
| b Contributions | 53,228 | 1,325,664 | 505,500 | 1,388,296 | 2,335,979 |
| c Net investment earnings, gains, and losses | 2,147,121 | 248,793 | 3,535,367 | 4,304,853 | -1,927,566 |
| d Grants or scholarships | | | | | |
| e Other expenditures for facilities and programs | 1,205,359 | 2,636,342 | 1,089,508 | 1,043,710 | 1,049,772 |
| f Administrative expenses | | | | | |
| g End of year balance | 37,687,067 | 36,692,077 | 37,753,962 | 34,802,603 | 30,153,164 |

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

- a** Board designated or quasi-endowment ▶ 55.380 %
- b** Permanent endowment ▶ 44.620 %
- c** Temporarily restricted endowment ▶

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i)** unrelated organizations
- (ii)** related organizations

| | Yes | No |
|---------------|-----|----|
| 3a(i) | Yes | No |
| 3a(ii) | No | No |
| 3b | | |

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

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

| Description of property | (a) Cost or other basis (investment) | (b) Cost or other basis (other) | (c) Accumulated depreciation | (d) Book value |
|--|--------------------------------------|---------------------------------|------------------------------|----------------|
| 1a Land | | | | |
| b Buildings | | 141,264,257 | 91,652,449 | 49,611,808 |
| c Leasehold improvements | | | | |
| d Equipment | | 11,227,248 | 9,626,885 | 1,600,363 |
| e Other | | 25,741,591 | 13,840,752 | 11,900,839 |
| Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶ | | | | 63,113,010 |

Part VII Investments—Other Securities.

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

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

Part VIII Investments—Program Related.

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

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

Part IX Other Assets.

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

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

Part X Other Liabilities.

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

| 1. (a) Description of liability | (b) Book value |
|--|----------------|
| (1) Federal income taxes | 0 |
| (2) | |
| (3) | |
| (4) | |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.) | 2,623,521 |

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 | 40,155,284 |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12: | | |
| a | Net unrealized gains (losses) on investments | 2a | 931,717 |
| 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 | 931,717 |
| 3 | Subtract line 2e from line 1 | 3 | 39,223,567 |
| 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 | 117,925 |
| b | Other (Describe in Part XIII.) | 4b | 1,697,334 |
| c | Add lines 4a and 4b | 4c | 1,815,259 |
| 5 | Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.) | 5 | 41,038,826 |

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 | 42,103,436 |
| 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 | 360,047 |
| e | Add lines 2a through 2d | 2e | 360,047 |
| 3 | Subtract line 2e from line 1 | 3 | 41,743,389 |
| 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 | 117,925 |
| b | Other (Describe in Part XIII.) | 4b | |
| c | Add lines 4a and 4b | 4c | 117,925 |
| 5 | Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.) | 5 | 41,861,314 |

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

| Return Reference | Explanation |
|---------------------------|-------------|
| See Additional Data Table | |
| | |
| | |
| | |
| | |
| | |

Part XIII Supplemental Information *(continued)*

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

Additional Data

Software ID:

Software Version:

EIN: 23-1352298

Name: Zoological Society of Philadelphia

Supplemental Information

| Return Reference | Explanation |
|---|---|
| ORGANIZATION ELECTs TO REPORT HISTORICAL TREASURES IN REVENUE | & BALANCE SHEET SCHEDULE D, PART III, LINE 1B(II) Exhibits are capitalized as unrestricted net assets, which are recorded at cost and depreciated over their estimated useful lives. Purchased additions to the animal and horticultural collections are expensed, as acquired . Additions to these collections acquired other than by purchase are not assigned a value and are not accounted for in the accounts of the Zoo. The amount reported on line 1b (ii) reflects the value of the exhibits, net of accumulated depreciation, at fiscal year-end. |

Supplemental Information

| Return Reference | Explanation |
|--|---|
| ORGANIZATION'S COLLECTIONS OF ART AND HISTORICAL TREASURES | <p>SCHEDULE D, PART III, LINE 4 The Zoological Society of Philadelphia (the "Zoo"), a private not-for-profit corporation established in 1859, is America's first Zoo. Its official opening was on July 1, 1874. The Zoo, which is an accredited member of the Association of Zoos and Aquariums ("AZA"), acquires, maintains and exchanges its collection in accordance with AZA and United States Department of Agriculture regulations. The Zoo's core purpose is to connect people with wildlife, creating joyful discovery and inspiring action for animal and habitats. The Zoo shares its mission with a diverse audience through first-class educational programming, outstanding animal care, compelling exhibitions, and cutting-edge conservation efforts. Currently home to approximately 2,119 animals of more than 268 different species, the Zoo welcomes more than approximately 1.2 million visitors to its 42 acres each year as a national attraction and revered Philadelphia landmark. In recent years, the Zoo has made significant investments in animal exhibits, including PECO Primate Reserve, Big Cat Falls, McNeil Avian Center, KidZooU: Hamilton Family Children Zoo & Faris Family Education Center and Zoo360, a first in the world trail system that enables animals to travel and explore the campus. Additionally, in April 2013, the Zoo also opened The Centennial District Transportation Center, a four-story, 683-space parking garage. This development also consists of significant functional and aesthetic improvements to traffic flow and pedestrian right of way such as lighting, streetscape and sustainable landscaping, and upgrades to traffic signals and signage. This project was financed by federal, state, city, and Zoo funds.</p> |

Supplemental Information

| Return Reference | Explanation |
|------------------|---|
| ENDOWMENT FUNDS | SCHEDULE D, PART V, LINE 4 Philadelphia Zoo uses endowment funds to fund operating programs and relevant mission-based initiatives. |

Supplemental Information

| Return Reference | Explanation |
|---------------------------|---|
| ASC 740 (FIN 48) FOOTNOTE | SCHEDULE D, PART X, LINE 2 The Zoo is A PRIVATE not-for-profit corporation and, accordingly, is exempt from federal taxes under the Internal Revenue Code Section 501(c)(3). The Zoo is also exempt from state and local taxes under applicable statutes. The Zoo recognizes or derecognizes a tax position based upon a "more likely than not" threshold. This applies to positions taken or expected to be taken in a tax return. The Zoo does not believe its financial statements include any material uncertain tax positions. |

Supplemental Information

| Return Reference | Explanation |
|--|---|
| RECONCILIATION OF REVENUE AND EXPENSES | SCHEDULE D, PART XI part xi LINE 4B: CHANGES IN BENEFIT OBLIGATIONS \$1,177,306 RECLASS: SPECIAL EVENTS EXPENSES (\$360,047) INTEREST RATE SWAP ADJUSTMENT \$880,075 ----- total to part xi, line 4b \$1,697,334 SCHEDULE D, PART XII PART XII LINE 2D: RECLASS: SPECIAL EVENTS EXPENSES \$360,047 ----- total to part xii, line 2d \$360,047 |

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

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization
Zoological Society of Philadelphia

Employer identification number
23-1352298

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on 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 the region | (d) Activities conducted in region (by type) (such as, 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 the region | (f) Total expenditures for and investments in the region |
|---|-------------------------------------|--|--|--|--|
| See Add'l Data | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| 3a Sub-total | | | | | 91,010 |
| b Total from continuation sheets to Part I | | | | | |
| c Totals (add lines 3a and 3b) | | | | | 91,010 |

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" on 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 noncash assistance | (h) Description of noncash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
|----------------------------|--|--------------------|----------------------|--------------------------|---------------------------------|----------------------------------|---------------------------------------|---|
| | | Sub-Saharan Africa | Education | 16,000 | wire | 0 | | |
| | | South America | Conservation | 25,010 | wire | 0 | | |
| | | South America | Forestry | 50,000 | wire | 0 | | |
| | | | | | | | | |

- 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**
- 3 Enter total number of other organizations or entities **3**

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on 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 noncash assistance | (g) Description of noncash assistance | (h) Method of valuation (book, FMV, appraisal, other) |
|--|-------------------|---------------------------------|---------------------------------|--|---|--|--|
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Part IV Foreign Forms

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

Part V Supplemental Information

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

990 Schedule F, Supplemental Information

| Return Reference | Explanation |
|---|---|
| PROCEDURE OF MONITORING GRANTS OUTSIDE US | SCHEDULE F, PART I, LINE 2 As a condition of these grants, the Philadelphia Zoo requires reports from the organizations that receive its financial support. These mandatory project reports must detail complete accountability for all funds received. |

Additional Data

Software ID:

Software Version:

EIN: 23-1352298

Name: Zoological Society of Philadelphia

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 |
|--------------------|-------------------------------------|---|--|--|-----------------------------------|
| South America | | | Grantmaking | | 75,010 |
| Sub-Saharan Africa | | | Grantmaking | | 16,000 |

SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No. 1545-0047

2019

**Open to Public
Inspection**

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.
 Attach to Form 990 or Form 990-EZ.
 Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization
Zoological Society of Philadelphia

Employer identification number
23-1352298

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- | | |
|--|---|
| <input checked="" type="checkbox"/> a Mail solicitations | <input checked="" type="checkbox"/> e Solicitation of non-government grants |
| <input checked="" type="checkbox"/> b Internet and email solicitations | <input checked="" type="checkbox"/> f Solicitation of government grants |
| <input checked="" type="checkbox"/> c Phone solicitations | <input checked="" type="checkbox"/> g Special fundraising events |
| <input checked="" type="checkbox"/> d In-person solicitations | |
- 2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No
- b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

| (i) Name and address of individual or entity (fundraiser) | (ii) Activity | (iii) Did fundraiser have custody or control of contributions? | | (iv) Gross receipts from activity | (v) Amount paid to (or retained by) fundraiser listed in col. (i) | (vi) Amount paid to (or retained by) organization |
|--|-------------------|--|----|-----------------------------------|---|---|
| | | Yes | No | | | |
| Jaime L Howard LLC 2830 South Alder Street Philadelphia, PA 19148 | Consulting | | No | | 155,884 | |
| Richard Bohrer 7 Bolton Court Wilmington, DE 19810 | Grants Consulting | | No | | 70,450 | |
| Schultz Williams Inc 1617 JFK Blvd Ste 1700 Philadelphia, PA 19103 | Campaign | | No | | 131,003 | |
| KublerWirka Inc 95 Crest Road Wellesley, MA 02482 | Consulting | | No | | 55,247 | |
| Robert A Palachick 915 N 29th Street Philadelphia, PA 19130 | Consulting | | No | | 39,847 | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| Total | | | | | 452,431 | |

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

CA, CT, DE, FL, IL, MD, NH, NJ, NY, PA, SC

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

| Revenue | | (a) Event #1 | (b) Event #2 | (c) Other events | (d) Total events |
|--|---|-----------------------------|--------------|---------------------|---------------------------------|
| | | Annual Gala (event type) | (event type) | 0 (total number) | (add col. (a) through col. (c)) |
| Revenue | 1 Gross receipts | 797,865 | | | 797,865 |
| | 2 Less: Contributions | 737,867 | | | 737,867 |
| | 3 Gross income (line 1 minus line 2) | 59,998 | | | 59,998 |
| Direct Expenses | 4 Cash prizes | | | | |
| | 5 Noncash prizes | | | | |
| | 6 Rent/facility costs | | | | |
| | 7 Food and beverages | 61,570 | | | 61,570 |
| | 8 Entertainment | 3,500 | | | 3,500 |
| | 9 Other direct expenses | 294,977 | | | 294,977 |
| | 10 Direct expense summary. Add lines 4 through 9 in column (d) ▶ | | | | 360,047 |
| 11 Net income summary. Subtract line 10 from line 3, column (d) ▶ | | | | -300,049 | |

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

11 Does the organization conduct gaming activities with nonmembers? Yes No

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? Yes No

13 Indicate the percentage of gaming activity conducted in:

| | | |
|--------------------------------------|------------|---|
| a The organization's facility | 13a | % |
| b An outside facility | 13b | % |

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

Name ▶

Address ▶

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

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

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

Name ▶

Address ▶

16 Gaming manager information:

Name ▶

Gaming manager compensation ▶ \$

Description of services provided ▶

- Director/officer Employee Independent contractor

17 Mandatory distributions:

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

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

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

| Return Reference | Explanation |
|--------------------------------|---|
| SCHEDULE G, PART I, QUESTION 2 | The professional expenditures paid to Jaime L. Howard, LLC were for fees to consult on the capital campaign strategy. The professional expenditures paid to Richard Bohrer were for fees to consult on grant writing and foundation support. The professional expenditures paid to Schultz & Williams, Inc. were for fees to consult on the annual fund. The professional expenditures paid to Kublerwirka were for fees for fundraising assessment and campaign planning strategy. The professional expenditures paid to Robert A. Palachick were for fees to consult on systems, processes and development's database to prepare for a new campaign. |
| SCHEDULE G, PART II | Philadelphia Zoos Global Conservation Gala is the organizations annual fundraising initiative that honors individuals and organizations for extraordinary contributions, consistent leadership, steadfast dedication, and outstanding achievement in the world of conservation. These remarkable groups are making a world of difference for animals and habitats here and around the globe. The Global Conservation Gala is an important platform used to advance the Zoos mission. Over the years, the support garnered through the Gala has set a transformative course for a nearly extinct primate from southeastern Brazil, the golden lion tamarin; created campaigns focused on Critically-endangered Great Apes and Big Cats to inspire and empower local students and guests to better understand how their everyday choices impact the environment; and highlighted local, national and global benefits of Zoo360, a pioneering first-in-the-world animal trail and exploration system. Since its inception in 2010, Philadelphia Zoos Global Conservation Gala, has raised more than \$3.5 million to support Philadelphia Zoos conservation mission of connecting people with wildlife, creating joyful discovery and inspiring action for animals and habitats. |

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

**Schedule I
(Form 990)**

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

OMB No. 1545-0047

2019

**Open to Public
Inspection**

Department of the
Treasury
Internal Revenue Service

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

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

Name of the organization

Zoological Society of Philadelphia

Employer identification number

23-1352298

Part I General Information on Grants and Assistance

- Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

| (a) Name and address of organization or government | (b) EIN | (c) IRC section (if applicable) | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of noncash assistance | (h) Purpose of grant or assistance |
|---|------------|---------------------------------|--------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|
| (1) Global Wildlife Conservation PO BOX 129 AUSTIN, TX 78767 | 26-2887967 | 501(c)(3) | 7,000 | 0 | | | Conservation |
| (2) Environmental Protection in the Caribbean 411 WALNUT ST GREEN COVE SPRINGS, FL 32043 | 65-1027393 | 501(c)(3) | 9,000 | 0 | | | Conservation |

- Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ 2
- 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 noncash assistance | (e) Method of valuation (book, FMV, appraisal, other) | (f) Description of noncash assistance |
|----------------------------------|--------------------------|--------------------------|----------------------------------|---|---------------------------------------|
| (1) ZOOCREW COLLEGE SCHOLARSHIPS | 15 | 18,000 | 0 | | |
| (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 |
|--------------------------------------|---|
| PROCEDURE OF MONITORING GRANTS IN US | <p>SCHEDULE I, PART I, LINE 2 The Philadelphia Zoo awards, contributes, and grants funds to organizations with aligned missions, which includes the selection of some organizations to participate in the Albert M. Greenfield UNLESS Contest. The Albert M. Greenfield UNLESS Contest creates awareness that inspires solutions and actions to impact the future of wildlife. The Zoo, in partnership with area colleges and universities as well as the Albert M. Greenfield Foundation, awards scholarships to individuals as part of our Zoo Champions for Restoring Endangered Wildlife (Zoo CREW) program. ZooCREW is a diverse, multi-year youth mentoring and engagement program that creates conservation-minded, civically engaged citizens. Their ZooCREW experience and exposure to STEM (science, technology, engineering, and math) activities compels many of our program participants to pursue studies in STEM, increasing recruitment of under-represented groups in these fields. This program has graduated more than 155 students over the past 19 years. ZooCREW enlists, equips, and inspires 14-18 year-olds to be part of the next generation of wildlife and environmental stewards. This program has proven to be a platform for the educational success of its participants, boasting a 100% high school graduation rate and a 96% college matriculation rate, with 75% of ZooCREW graduates pursuing undergraduate majors in the sciences. The Zoo follows up annually with matriculated students to reunite the group and check in on their progress. As a condition of grants, the Zoo requires project reports, which detail complete accountability for all funds received, from the organizations that receive its financial support.</p> |

Schedule J
(Form 990)

Compensation Information

OMB No. 1545-0047
2019
Open to Public Inspection

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

Department of the Treasury
Internal Revenue Service

Name of the organization
Zoological Society of Philadelphia

Employer identification number
23-1352298

Part I Questions Regarding Compensation

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

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

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

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

| (A) Name and Title | | (B) Breakdown of W-2 and/or 1099-MISC compensation | | | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation in column (B) reported as deferred on prior Form 990 |
|--|------|--|-------------------------------------|-------------------------------------|--|-------------------------|---------------------------------|---|
| | | (i) Base compensation | (ii) Bonus & incentive compensation | (iii) Other reportable compensation | | | | |
| 1 Vikram Dewan President & CEO | (i) | 392,386 | 0 | 0 | 164,000 | 25,497 | 581,883 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2 Andrew Baker Chief Operating Officer | (i) | 247,641 | 0 | 0 | 12,548 | 22,931 | 283,120 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 3 Jack Wagner Chief Financial Officer | (i) | 201,296 | 0 | 0 | 0 | 31,661 | 232,957 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 4 Amy Shearer Chief Marketing Officer | (i) | 229,682 | 0 | 0 | 11,477 | 1,004 | 242,163 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 5 Christine Conti Controller | (i) | 161,698 | 0 | 0 | 8,046 | 31,661 | 201,405 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 6 Kenneth Woodson thru 012020 VP, Government & Comm Affairs | (i) | 150,386 | 0 | 0 | 7,684 | 12,395 | 170,465 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 7 Neil Vincent Batiacila Chief Development Officer | (i) | 220,399 | 0 | 0 | 0 | 31,607 | 252,006 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 8 Gerald Griffin Director, IT | (i) | 138,939 | 0 | 0 | 7,098 | 15,269 | 161,306 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 9 Courtney MacLean Johnson VP, Human Resources | (i) | 130,784 | 0 | 0 | 6,497 | 31,607 | 168,888 | 0 |
| | (ii) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
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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 |
|---|--|
| SUPPLEMENTAL NONQUALIFIED RETIREMENT PLAN | SCHEDULE J, PART I, LINE 4B During the fiscal year ended February 29, 2020, the CEO participated in a supplemental nonqualified plan. The supplemental nonqualified plan is included on the calendar year 2019 Schedule J, Part II, Column (C) in the amount of \$150,000. This contribution is unvested and unfunded at this time. |
| NON-FIXED PAYMENTS | SCHEDULE J, PART I, LINE 7 The Zoo has in place a performance excellence plan which is an annual performance incentive for eligible employees based on the zoo's performance and the employee's individual performance. It is designed to provide a flat payment to eligible employees when the zoo meets specific performance criteria in the areas of attendance, guest experience score and funds available for reinvestment in conjunction with the employee meeting individual annual performance objectives and being actively employed on the award date. Eligibility includes all full-time, scheduled part-time and seasonal staff members. No bonuses were paid this year to persons listed on Form 990, Part VII, Section A, Line 1A. |

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule K (Form 990)

Supplemental Information on Tax-Exempt Bonds

Complete if the organization answered "Yes" to Form 990, Part VI, line 24a. Provide descriptions, explanations, and any additional information in Part VI.

Attach to Form 990.

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

OMB No. 1545-0047

2019

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Name of the organization Zoological Society of Philadelphia

Employer identification number

23-1352298

Part I Bond Issues

Table with columns (a) Issuer name, (b) Issuer EIN, (c) CUSIP #, (d) Date issued, (e) Issue price, (f) Description of purpose, (g) Defeased (Yes/No), (h) On behalf of issuer (Yes/No), (i) Pool financing (Yes/No). Row 1: BOROUGH OF LANGHORNE MANOR HIGHER ED & HEALTH AUTH, 23-2581246, 000000000, 06-21-2019, 5,215,000, refinance of bond issued in 2012, No, X, No, X, No, X.

Part II Proceeds

Table with columns A, B, C, D for amounts. Rows 1-13 list various bond amounts and costs. Rows 14-17 are Yes/No questions regarding bond issuance and record keeping.

Part III Private Business Use

Table with columns A, B, C, D for Yes/No answers. Rows 1-2 ask about partnership/LLC ownership and lease arrangements.

Part III Private Business Use (Continued)

| | A | | B | | C | | D | |
|---|-----|-----|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| 3a Are there any management or service contracts that may result in private business use of bond-financed property? | X | | | | | | | |
| b If "Yes" to line 3a, does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts relating to the financed property? | X | | | | | | | |
| c Are there any research agreements that may result in private business use of bond-financed property? | | X | | | | | | |
| d If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside counsel to review any research agreements relating to the financed property? | | | | | | | | |
| 4 Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government ▶ | | 0 % | | | | | | |
| 5 Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government ▶ | | | | | | | | |
| 6 Total of lines 4 and 5 | | | | | | | | |
| 7 Does the bond issue meet the private security or payment test? | | X | | | | | | |
| 8a Has there been a sale or disposition of any of the bond-financed property to a nongovernmental person other than a 501(c)(3) organization since the bonds were issued? | | X | | | | | | |
| b If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of. | | | | | | | | |
| c If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1.141-12 and 1.145-2? | | X | | | | | | |
| 9 Has the organization established written procedures to ensure that all nonqualified bonds of the issue are remediated in accordance with the requirements under Regulations sections 1.141-12 and 1.145-2? | X | | | | | | | |

Part IV Arbitrage

| | A | | B | | C | | D | |
|---|-----|----|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| 1 Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate? | | X | | | | | | |
| 2 If "No" to line 1, did the following apply? | | | | | | | | |
| a Rebate not due yet? | | X | | | | | | |
| b Exception to rebate? | X | | | | | | | |
| c No rebate due? | | X | | | | | | |
| If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed | | | | | | | | |
| 3 Is the bond issue a variable rate issue? | X | | | | | | | |
| 4a Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue? | | X | | | | | | |
| b Name of provider | | 0 | | | | | | |
| c Term of hedge | | | | | | | | |
| d Was the hedge superintegrated? | | | | | | | | |
| e Was the hedge terminated? | | | | | | | | |

Part IV Arbitrage (Continued)

| | A | | B | | C | | D | |
|--|-----|----|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| 5a Were gross proceeds invested in a guaranteed investment contract (GIC)? | | X | | | | | | |
| b Name of provider | 0 | | | | | | | |
| c Term of GIC | | | | | | | | |
| d Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied? | | | | | | | | |
| 6 Were any gross proceeds invested beyond an available temporary period? | | X | | | | | | |
| 7 Has the organization established written procedures to monitor the requirements of section 148? | X | | | | | | | |

Part V Procedures To Undertake Corrective Action

| | A | | B | | C | | D | |
|--|-----|----|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation is not available under applicable regulations? | X | | | | | | | |

Part VI Supplemental Information. Provide additional information for responses to questions on Schedule K. (See instructions).

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2019

▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
 ▶ **Attach to Form 990.**
 ▶ **Go to www.irs.gov/Form990 for the latest information.**

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
Zoological Society of Philadelphia

Employer identification number
23-1352298

Part I Types of Property

| | (a) Check if applicable | (b) Number of contributions or items contributed | (c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g | (d) Method of determining noncash contribution amounts |
|--|----------------------------|---|--|---|
| 1 Art—Works of art | | | | |
| 2 Art—Historical treasures | | | | |
| 3 Art—Fractional interests | | | | |
| 4 Books and publications | | | | |
| 5 Clothing and household goods | | | | |
| 6 Cars and other vehicles | | | | |
| 7 Boats and planes | | | | |
| 8 Intellectual property | | | | |
| 9 Securities—Publicly traded | X | 20 | 2,812,445 | FMV |
| 10 Securities—Closely held stock | | | | |
| 11 Securities—Partnership, LLC, or trust interests | | | | |
| 12 Securities—Miscellaneous | | | | |
| 13 Qualified conservation contribution—Historic structures | | | | |
| 14 Qualified conservation contribution—Other | | | | |
| 15 Real estate—Residential | | | | |
| 16 Real estate—Commercial | | | | |
| 17 Real estate—Other | | | | |
| 18 Collectibles | | | | |
| 19 Food inventory | | | | |
| 20 Drugs and medical supplies | | | | |
| 21 Taxidermy | | | | |
| 22 Historical artifacts | | | | |
| 23 Scientific specimens | | | | |
| 24 Archeological artifacts | | | | |
| 25 Other ▶ (<u>Water</u>) | X | 1 | 2,264,780 | FMV |
| 26 Other ▶ (<u>pledges</u>) | X | 5 | 835,000 | fmv |
| Multi Building | X | 1 | 538,976 | FMV |
| 27 Other ▶ (<u>Updates</u>) | | | | |
| 28 Other ▶ (_____) | | | | |

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement **29**

| | Yes | No |
|---|-----|----|
| 30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period? | | No |
| b If "Yes," describe the arrangement in Part II. | | |
| 31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? | Yes | |
| 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? | Yes | |
| b If "Yes," describe in Part II. | | |
| 33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II. | | |

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

| Return Reference | Explanation |
|---------------------------|---|
| FORM 990, PART I, LINE 32 | The Zoological Society of Philadelphia has a Merrill Lynch account to accept stock donations. Each stock donation is sold promptly, and the cash funds are transferred to the operating bank account. |

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.

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

OMB No. 1545-0047

2019**Open to Public Inspection**

Department of the Treasury

Internal Revenue Service

Name of the organization
Zoological Society of Philadelphia

Employer identification number

23-1352298

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|--------------------|--|
| REVIEW OF FORM 990 | FORM 990, PART VI, SECTION B, LINE 11 The Form 990 was prepared by a national accounting firm with the assistance of management. An initial and detailed review of the completed Form 990 is performed by the organization's Chief Financial Officer and Chief Executive Officer prior to filing. Following their review, the Form 990 is presented to and reviewed in detail by the Audit, Safety and Compliance Committee at a committee meeting. Additionally, the tax partner from the accounting firm that prepares the Form 990 attends such meeting. Subsequent to the Committee's review, a copy of the Form 990 is provided to each member of the Board of Directors. Each Board member has ample time and opportunity to raise questions about any item in the Form 990 prior to its filing. |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|-----------------------------|--|
| CONFLICT OF INTEREST POLICY | FORM 990, PART VI, SECTION B, LINE 12C The Philadelphia Zoo maintains written conflict of interest policies for directors and employees. Each year, all directors, officers and employees in management positions are required to complete a conflict of interest declaration. All conflicts involving a director are reviewed by the Nominating and Governance Committee of the Board; additionally, such conflicts are disclosed to the entire Board. Any board member with a conflict of interest is required to recuse him/herself from any discussion, negotiation, deliberation or decision making involving the transaction causing the conflict. All interests involving an employee are reviewed by the VP of Human Resources, the Chief Financial Officer and the Chief Executive Officer. Any interests that create a conflict are reported to the Audit, Safety and Compliance Committee by the Chief Executive Officer. |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|-------------------------------|--|
| EXECUTIVE COMPENSATION REVIEW | <p>FORM 990, PART VI, SECTION B, LINE 15A & 15B The Chief Executive Officer's performance is reviewed annually by the Executive Committee of the Board of Directors. The Executive Committee is charged with the responsibilities of a Compensation Committee. In conjunction with this performance appraisal, the CEO's compensation is reviewed and established by the Committee with final approval by the Board. This compensation review includes use of comparability data (for both peer organizations and local market benchmarking), salary surveys and other relevant and independent data. Contemporaneous substantiation of the Executive Committee's reviews and decisions is maintained. As for the approximate 10 individuals that comprise the Senior Leadership Team, the Chief Executive Officer presents to the Executive Committee for discussion their performance reviews, as well as his compensation recommendations and related peer organization and local market salary benchmarking. The compensation and benefits of the CEO's direct reports are also approved, prior to implementation, by the Executive Committee.</p> |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|-------------------------|---|
| GOVERNING DOCUMENTS | FORM 990, PART VI, SECTION C, LINE 19 The Philadelphia Zoo will provide copies of its governing documents, conflict of interest policy, audited financial statements and Form 990 to the public upon request. The organization also allows the public the opportunity to inspect these documents at the organization's office upon request. Alternatively, the organization posts its Form 990 and audited financial statements on its website. |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|------------------------------|--|
| RECONCILIATION OF NET ASSETS | FORM 990, PART XI, LINE 9: INTEREST RATE SWAP ADJUSTMENT (\$880,075) CHANGES IN BENEFIT OBLIGATIONS (\$1,177,306) ----- total to part xi, line 9 (\$2,057,381) |

990 Schedule O, Supplemental Information

| Return Reference | Explanation |
|-------------------------|--|
| Other Program Services | <p>FORM 990, PART III, LINE 4D Philadelphia Zoo has an important relationship with its surrounding community. This relationship was enhanced by completion of The Centennial District Intermodal Transportation Center in 2013. This project included a four-story, 683-space parking lot located on 35th & Girard Avenue, as well as enhancements such as lighting, street scape, sustainable landscaping, traffic signals and signage that improved traffic flow at the I-76 off-ramps, pedestrian safety, and facilitated access to multiple parking lots. Mass transit improvements also include signaled crosswalks and bus pull-offs at existing SEPTA stops. Philadelphia Zoo continues to advocate for a passenger train stop, which would recreate a stop that serviced the Zoo until the 1940s. In addition to being a greener way to travel, access to a Zoo train would increase the number of visitors to the Zoo therefore increasing economic impact. It would also provide access to travel to the suburbs and other locations for work and or recreation for those residing in the community.</p> |