

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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No 1545-0047  
**2018**  
Open to Public Inspection

**A For the 2019 calendar year, or tax year beginning 01-01-2018, and ending 12-31-2018**

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

**C** Name of organization  
National Association of Realtors  
Doing business as  
Number and street (or P O box if mail is not delivered to street address) Room/suite  
430 N Michigan Ave  
City or town, state or province, country, and ZIP or foreign postal code  
Chicago, IL 60611

**D** Employer identification number  
36-1520690  
**E** Telephone number  
(312) 329-8200  
**G** Gross receipts \$ 329,498,649

**F** Name and address of principal officer  
Bob Goldberg CEO  
430 N Michigan Ave  
Chicago, IL 60611

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

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

**J** Website: ▶ www.realtor.org

**K** Form of organization  Corporation  Trust  Association  Other ▶

**L** Year of formation 1908

**M** State of legal domicile IL

**Part I Summary**

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

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

<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	948
<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	943
<b>5</b> Total number of individuals employed in calendar year 2018 (Part V, line 2a)	354
<b>6</b> Total number of volunteers (estimate if necessary)	2,200
<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	11,688,767
<b>7b</b> Net unrelated business taxable income from Form 990-T, line 34	4,093,216

	Prior Year	Current Year
<b>8</b> Contributions and grants (Part VIII, line 1h)	0	50,000
<b>9</b> Program service revenue (Part VIII, line 2g)	228,579,383	231,660,658
<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	6,805,936	5,392,178
<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	6,776,420	7,967,321
<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	242,161,739	245,070,157
<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)	985,000	470,500
<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)		0
<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	59,646,726	59,212,298
<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)		0
<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶0		
<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	176,275,085	199,033,939
<b>18</b> Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	236,906,811	258,716,737
<b>19</b> Revenue less expenses Subtract line 18 from line 12	5,254,928	-13,646,580
	Beginning of Current Year	End of Year
<b>20</b> Total assets (Part X, line 16)	318,060,454	489,366,059
<b>21</b> Total liabilities (Part X, line 26)	155,260,860	191,972,466
<b>22</b> Net assets or fund balances Subtract line 21 from line 20	162,799,594	297,393,593

**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: 2019-11-15  
JOHN PIERPOINT CFO  
Type or print name and title

**Paid Preparer Use Only**  
Print/Type preparer's name: \_\_\_\_\_  
Preparer's signature: \_\_\_\_\_  
Date: \_\_\_\_\_  
Check  if self-employed PTIN P00756915  
Firm's name ▶ CROWE LLP Firm's EIN ▶ 35-0921680  
Firm's address ▶ 225 West Wacker Drive Suite 2600 Chicago, IL 606061224 Phone no (312) 899-7000

**Part III Statement of Program Service Accomplishments**

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

**1** Briefly describe the organization's mission

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

**2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?  Yes  No

If "Yes," describe these new services on Schedule O

**3** Did the organization cease conducting, or make significant changes in how it conducts, any program services?  Yes  No

If "Yes," describe these changes on Schedule O

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

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

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

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

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

**4e** Total program service expenses **▶** 0

Part IV Checklist of Required Schedules

Table with 3 columns: Question Number, Question Text, Yes, No. Rows include questions 1 through 22 regarding organizational requirements, such as political activities, lobbying, and financial reporting.

**Part IV Checklist of Required Schedules (continued)**

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

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

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

		Yes	No
<b>1a</b>	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable . . . . .	1a	274
<b>b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable . . . . .	1b	0
<b>c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .	1c	

<p><b>2a</b> 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 . . . . .</p>	<b>2a</b>	354		
<p><b>b</b> If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b>If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)</p>			<b>2b</b>	
<p><b>3a</b> Did the organization have unrelated business gross income of \$1,000 or more during the year? . . . . .</p>			<b>3a</b>	Yes
<p><b>b</b> If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O . . . . .</p>			<b>3b</b>	Yes
<p><b>4a</b> At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? . . . . .</p>			<b>4a</b>	Yes
<p><b>b</b> If "Yes," enter the name of the foreign country ▶ <u>NL, CJ</u> See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)</p>				
<p><b>5a</b> Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . . .</p>			<b>5a</b>	No
<p><b>b</b> Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?</p>			<b>5b</b>	No
<p><b>c</b> If "Yes," to line 5a or 5b, did the organization file Form 8886-T? . . . . .</p>			<b>5c</b>	
<p><b>6a</b> 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? . . . . .</p>			<b>6a</b>	No
<p><b>b</b> If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .</p>			<b>6b</b>	
<b>7 Organizations that may receive deductible contributions under section 170(c).</b>				
<p><b>a</b> 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? . . . . .</p>			<b>7a</b>	
<p><b>b</b> If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .</p>			<b>7b</b>	
<p><b>c</b> Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .</p>			<b>7c</b>	
<p><b>d</b> If "Yes," indicate the number of Forms 8282 filed during the year . . . . .</p>	<b>7d</b>			
<p><b>e</b> Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?</p>			<b>7e</b>	
<p><b>f</b> Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . . .</p>			<b>7f</b>	
<p><b>g</b> If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? . . . . .</p>			<b>7g</b>	
<p><b>h</b> If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? . . . . .</p>			<b>7h</b>	
<b>8 Sponsoring organizations maintaining donor advised funds.</b>				
<p>Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? . . . . .</p>			<b>8</b>	
<p><b>9a</b> Did the sponsoring organization make any taxable distributions under section 4966? . . . . .</p>			<b>9a</b>	
<p><b>b</b> Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . . . .</p>			<b>9b</b>	
<b>10 Section 501(c)(7) organizations.</b> Enter				
<p><b>a</b> Initiation fees and capital contributions included on Part VIII, line 12 . . . . .</p>	<b>10a</b>			
<p><b>b</b> Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities</p>	<b>10b</b>			
<b>11 Section 501(c)(12) organizations.</b> Enter				
<p><b>a</b> Gross income from members or shareholders . . . . .</p>	<b>11a</b>			
<p><b>b</b> Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) . . . . .</p>	<b>11b</b>			
<b>12a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?				
<p><b>b</b> If "Yes," enter the amount of tax-exempt interest received or accrued during the year</p>	<b>12b</b>			
<b>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</b>				
<p><b>a</b> Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O</p>			<b>13a</b>	
<p><b>b</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 . . . . .</p>	<b>13b</b>			
<p><b>c</b> Enter the amount of reserves on hand . . . . .</p>	<b>13c</b>			
<p><b>14a</b> Did the organization receive any payments for indoor tanning services during the tax year? . . . . .</p>			<b>14a</b>	No
<p><b>b</b> If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O . . . . .</p>			<b>14b</b>	
<p><b>15</b> 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 . . . . .</p>			<b>15</b>	Yes
<p><b>16</b> Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O . . . . .</p>			<b>16</b>	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 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year (948); 1b Enter the number of voting members included in line 1a, above, who are independent (943); 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? (Yes); 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? (No); 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? (No); 5 Did the organization become aware during the year of a significant diversion of the organization's assets? (No); 6 Did the organization have members or stockholders? (No); 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? (No); 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? (No); 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? (Yes); 8b Each committee with authority to act on behalf of the governing body? (Yes); 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O (No).

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? (Yes); 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? (Yes); 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? (No); 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 (Yes); 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? (Yes); 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done (Yes); 13 Did the organization have a written whistleblower policy? (Yes); 14 Did the organization have a written document retention and destruction policy? (Yes); 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? 15a The organization's CEO, Executive Director, or top management official (Yes); 15b Other officers or key employees of the organization (No); If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions); 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? (Yes); 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? (Yes).

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed CA
18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you made these available Check all that apply
Own website Another's website [X] Upon request Other (explain in Schedule O)
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year
20 State the name, address, and telephone number of the person who possesses the organization's books and records JOHN PIERPOINT 430 N MICHIGAN AVE Chicago, IL 60611 (312) 329-8200







**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
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1a</b> Federated campaigns . . .	<b>1a</b>			
	<b>b</b> Membership dues . . .	<b>1b</b>			
	<b>c</b> Fundraising events . . .	<b>1c</b>			
	<b>d</b> Related organizations	<b>1d</b>	50,000		
	<b>e</b> Government grants (contributions)	<b>1e</b>			
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b>			
	<b>g</b> Noncash contributions included in lines 1a - 1f \$ _____				
<b>h Total.</b> Add lines 1a-1f . . . . .		50,000			

<b>Program Service Revenue</b>			Business Code				
	<b>2a</b> MEMBER DUES		900099	204,119,680	204,119,680		
<b>b</b> CONVENTIONS		900099	11,641,487	11,641,487			
<b>c</b> ADVERTISING & SUBSCRIPTIONS		541800	6,592,773	407,319	6,185,454		
<b>d</b> GOVERNMENT AFFAIRS		900099	4,683,248	4,683,248			
<b>e</b> PUBLICATIONS & SERV MATERIALS		900099	595,155	595,155			
<b>f</b> All other program service revenue			4,028,315	4,028,315	0		0
<b>g Total.</b> Add lines 2a-2f . . . . .			231,660,658				

<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . .			4,991,345		2,817,650	2,173,695
	<b>4</b> Income from investment of tax-exempt bond proceeds						
	<b>5</b> Royalties . . . . .			3,854,685			3,854,685
	<b>6a</b> Gross rents	(i) Real	(ii) Personal				
		9,399,589					
	<b>b</b> Less rental expenses	6,964,978					
	<b>c</b> Rental income or (loss)	2,434,611	0				
	<b>d</b> Net rental income or (loss) . . . . .			2,434,611		1,456,858	977,753
	<b>7a</b> Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		77,862,547	1,800				
	<b>b</b> Less cost or other basis and sales expenses	77,383,940	79,574				
	<b>c</b> Gain or (loss)	478,607	-77,774				
	<b>d</b> Net gain or (loss) . . . . .			400,833			400,833
	<b>8a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 . . . . .	<b>a</b>					
	<b>b</b> Less direct expenses . . . . .	<b>b</b>					
<b>c</b> Net income or (loss) from fundraising events . . . . .							
<b>9a</b> Gross income from gaming activities See Part IV, line 19 . . . . .	<b>a</b>						
<b>b</b> Less direct expenses . . . . .	<b>b</b>						
<b>c</b> Net income or (loss) from gaming activities . . . . .							
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .	<b>a</b>						
<b>b</b> Less cost of goods sold . . . . .	<b>b</b>						
<b>c</b> Net income or (loss) from sales of inventory . . . . .							
Miscellaneous Revenue	Business Code						
<b>11a</b> INCOME FROM CONTROLLED ENTITIES	900003		458,969		458,969		
<b>b</b> INCOME FROM CONTROLLED ENTITIES - ROYALTIES	900003		739,170		739,170		
<b>c</b> INCOME FROM LEGAL SETTLEMENT	900099		32,900	32,900			
<b>d</b> All other revenue . . . . .			446,986	416,320	30,666	0	
<b>e Total.</b> Add lines 11a-11d . . . . .			1,678,025				
<b>12 Total revenue.</b> See Instructions . . . . .			245,070,157	225,924,424	11,688,767	7,406,966	

**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

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>				
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.	470,500			
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22.				
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16.				
<b>4</b> Benefits paid to or for members.				
<b>5</b> Compensation of current officers, directors, trustees, and key employees.	5,149,111			
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).				
<b>7</b> Other salaries and wages.	43,540,546			
<b>8</b> Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).	3,087,784			
<b>9</b> Other employee benefits.	4,643,607			
<b>10</b> Payroll taxes.	2,791,250			
<b>11</b> Fees for services (non-employees)				
<b>a</b> Management.				
<b>b</b> Legal.	543,564			
<b>c</b> Accounting.	342,450			
<b>d</b> Lobbying.				
<b>e</b> Professional fundraising services. See Part IV, line 17.				
<b>f</b> Investment management fees.	236,354			
<b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	57,560,346	0	0	0
<b>12</b> Advertising and promotion.	17,755,091			
<b>13</b> Office expenses.	11,448,110			
<b>14</b> Information technology.	9,899,289			
<b>15</b> Royalties.				
<b>16</b> Occupancy.	396,341			
<b>17</b> Travel.	8,973,632			
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials.				
<b>19</b> Conferences, conventions, and meetings.	12,757,434			
<b>20</b> Interest.	182,497			
<b>21</b> Payments to affiliates.				
<b>22</b> Depreciation, depletion, and amortization.	3,821,540			
<b>23</b> Insurance.	2,320,191			
<b>24</b> 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.)				
<b>a</b> PUBLIC POLICY EXPENSES	47,249,073			
<b>b</b> TAXES	2,365,371			
<b>c</b> MAINTENANCE AND REPAIRS	3,095,411			
<b>d</b> REALTOR MEMBER SUBSCRIPTIONS	13,515,546			
<b>e</b> All other expenses	6,571,699	0	0	0
<b>25</b> Total functional expenses. Add lines 1 through 24e.	258,716,737	0	0	0
<b>26</b> 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
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .		<b>1</b>	
	<b>2</b> Savings and temporary cash investments . . . . .	76,235,336	<b>2</b>	100,383,157
	<b>3</b> Pledges and grants receivable, net . . . . .		<b>3</b>	
	<b>4</b> Accounts receivable, net . . . . .	2,517,449	<b>4</b>	2,499,957
	<b>5</b> Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L . . . . .	0	<b>5</b>	0
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L . . . . .		<b>6</b>	0
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges . . . . .	5,162,871	<b>9</b>	5,058,340
	<b>10a</b> Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	<b>10a</b> 168,373,935		
	<b>b</b> Less accumulated depreciation	<b>10b</b> 102,958,893	57,903,452	<b>10c</b> 65,415,042
	<b>11</b> Investments—publicly traded securities . . . . .	79,507,910	<b>11</b>	89,811,780
	<b>12</b> Investments—other securities See Part IV, line 11 . . . . .	5,226,721	<b>12</b>	5,153,379
	<b>13</b> Investments—program-related See Part IV, line 11 . . . . .	72,678,625	<b>13</b>	201,399,964
	<b>14</b> Intangible assets . . . . .	10,798,648	<b>14</b>	10,914,702
	<b>15</b> Other assets See Part IV, line 11 . . . . .	8,029,442	<b>15</b>	8,729,738
<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 34) . . . . .	318,060,454	<b>16</b>	489,366,059	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	66,023,779	<b>17</b>	76,901,544
	<b>18</b> Grants payable . . . . .		<b>18</b>	
	<b>19</b> Deferred revenue . . . . .	77,627,170	<b>19</b>	102,364,255
	<b>20</b> Tax-exempt bond liabilities . . . . .		<b>20</b>	
	<b>21</b> Escrow or custodial account liability Complete Part IV of Schedule D . . . . .		<b>21</b>	
	<b>22</b> Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L . . . . .		<b>22</b>	0
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .	8,750,000	<b>24</b>	9,734,685
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24) Complete Part X of Schedule D . . . . .	2,859,911	<b>25</b>	2,971,982
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	155,260,860	<b>26</b>	191,972,466
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b>			
	<b>27</b> Unrestricted net assets	162,799,594	<b>27</b>	297,393,593
	<b>28</b> Temporarily restricted net assets . . . . .		<b>28</b>	
	<b>29</b> Permanently restricted net assets		<b>29</b>	
	<b>Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.</b>			
	<b>30</b> Capital stock or trust principal, or current funds . . . . .		<b>30</b>	
	<b>31</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>31</b>	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds		<b>32</b>	
<b>33</b> Total net assets or fund balances . . . . .	162,799,594	<b>33</b>	297,393,593	
<b>34</b> Total liabilities and net assets/fund balances . . . . .	318,060,454	<b>34</b>	489,366,059	

**Part XI Reconciliation of Net Assets**

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

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	245,070,157
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	258,716,737
<b>3</b>	Revenue less expenses Subtract line 2 from line 1	<b>3</b>	-13,646,580
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	<b>4</b>	162,799,594
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	-2,950,350
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O)	<b>9</b>	151,190,929
<b>10</b>	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	<b>10</b>	297,393,593

**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
<b>2a</b>		No
<b>2b</b>	Yes	
<b>2c</b>	Yes	
<b>3a</b>		No
<b>3b</b>		

## Additional Data

**Software ID:** 18007697

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**Name:** National Association of Realtors

Form 990 (2018)

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### Form 990, Part III, Line 4a:

Working for perspective home buyers and sellers and private property owners across America, THE NATIONAL ASSOCIATION PROVIDES A FACILITY FOR PROFESSIONAL DEVELOPMENT, RESEARCH AND EXCHANGE OF INFORMATION AMONG ITS MEMBERS AND TO THE PUBLIC AND GOVERNMENT FOR THE PURPOSE OF PRESERVING THE FREE ENTERPRISE SYSTEM AND THE RIGHT TO OWN REAL PROPERTY

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**Form 990, Part III, Line 4b:**

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

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**Form 990, Part III, Line 4c:**

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

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**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			
COLLEEN A BADAGLIACCO Vice President	5 0 ..... 0	X	X					6,171	0	0
KENNY PARCELL Vice President	5 0 ..... 0	X	X					5,983	0	0
BETH PEERCE Vice President	5 0 ..... 0	X	X					0	0	0
THOMAS SALOMONE Past President Twice-Removed	30 0 ..... 0	X	X					0	0	0
ELIZABETH MENDENHALL NAR PRESIDENT	30 0 ..... 0 1	X	X					124,687	0	0
JOHN SMABY President - Elect	30 0 ..... 1 0	X	X					350,657	0	0
VINCENT MALTA First Vice President	30 0 ..... 0	X	X					97,977	0	0
THOMAS RILEY NAR TREASURER	30 0 ..... 1 3	X	X					41,088	0	0
BILL E BROWN Immediate Past President	30 0 ..... 0	X	X					74,312	0	0
LORRAINE ABERCROMBIE Director	0 5 ..... 0	X						0	0	0



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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHERYL ABRAMS Director	0 5 ..... 0	X						0	0	0
JESSE ACEVEDO Director	0 5 ..... 0	X						0	0	0
MARK ACKERMANN Director	0 5 ..... 0	X						0	0	0
JOHN ADAMS Director	0 5 ..... 0	X						0	0	0
ROBERT ADAMSON Director	0 5 ..... 0	X						0	0	0
KURT ALLAN Director	0 5 ..... 0	X						0	0	0
KIMBERLY ALLARD Director	0 5 ..... 0	X						0	0	0
SCOTT ALLISON Director	0 5 ..... 0	X						0	0	0
CHRIS ANDERSON Director	0 5 ..... 0	X						0	0	0
PATRICIA ANGLERO Director	0 5 ..... 0	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARTHA APPEL Director	0 5 ..... 0	X						0	0	0
FERNANDO ARENCIBIA Director	0 5 ..... 0	X						0	0	0
CINDY ARIOSIA Director	0 5 ..... 0	X						0	0	0
WILLIAM ARMSTRONG Director	0 5 ..... 0	X						0	0	0
MATTHEW ARNOLD Director	0 5 ..... 0	X						0	0	0
EVELYN ARNOTT Director	0 5 ..... 0	X						0	0	0
LORRAINE ARORA Director	0 5 ..... 0	X						0	0	0
ADRIAN ARRIAGA Director	0 5 ..... 0	X						0	0	0
NATALIE ARROWSMITH Director	0 5 ..... 0	X						0	0	0
JENNIFER ARSENAULT Director	0 5 ..... 0	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
RYAN ASAO Director	0 5 ..... 0	X						0	0	0
MORGAN ASHURST Director	0 5 ..... 0	X						0	0	0
BRUCE AYDT Director	0 5 ..... 0	X						0	0	0
DIANA AYERS Director	0 5 ..... 0	X						0	0	0
DOUGLAS AZARIAN Director	0 5 ..... 0	X						0	0	0
KIM BACSO Director	0 5 ..... 0	X						0	0	0
AHMED BADAT Director	0 5 ..... 0	X						0	0	0
ROBERT BAILEY Director	0 5 ..... 0	X						0	0	0
DEBORAH BAISDEN Director	0 5 ..... 0	X						0	0	0
JAN BAKER Director	0 5 ..... 0	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LOUIS BALDWIN Director	0 5 ..... 0	X						0	0	0
JOAN BALLANTYNE Director	0 5 ..... 0	X						0	0	0
CHRISTINA BANASIAK Director	0 5 ..... 0	X						0	0	0
RICHARD BARANSKI Director	0 5 ..... 0	X						0	0	0
ANDREW BARBAR Director	0 5 ..... 0	X						0	0	0
MICHAEL BARBARO Director	0 5 ..... 0	X						0	0	0
DAVID BARBER Director	0 5 ..... 0	X						0	0	0
FRITZI BARBOUR Director	0 5 ..... 0	X						0	0	0
MELANIE BARKER Director	0 5 ..... 0	X						0	0	0
KIM BARNES-HENSON Director	0 5 ..... 0	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JEFF BARNETT Director	05 ..... 0	X						0	0	0
SHARON BARRON Director	05 ..... 0	X						0	0	0
JOHN BARRY Director	05 ..... 0	X						0	0	0
RAPHAEL BARTA Director	05 ..... 0	X						0	0	0
DENNIS BASILE Director	05 ..... 0	X						0	0	0
KEVIN BATDORF Director	05 ..... 0	X						0	0	0
TRAY BATES Director	05 ..... 0	X						0	0	0
ROBERT BAX Director	05 ..... 0	X						0	0	0
HARRISON BEACHER Director	05 ..... 0	X						0	0	0
CHRISTOPHER BEADLING Director	05 ..... 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			
KERRI BEAUFEAUX Director	0 5 ..... 0	X						0	0	0
PHILIP BECKER Director	0 5 ..... 0	X						0	0	0
MICHAEL BECKSTROM Director	0 5 ..... 0	X						0	0	0
SANDY BEDNAR Director	0 5 ..... 0	X						0	0	0
BARBARA BELCHER Director	0 5 ..... 0	X						0	0	0
NATHAN BELL Director	0 5 ..... 0	X						0	0	0
DOROTHY BELLAS Director	0 5 ..... 0	X						0	0	0
MALCOLM BENNETT Director	0 5 ..... 0	X						0	0	0
RICHARD BERGDAHL Director	0 5 ..... 0	X						0	0	0
TOM BERGE JR Director	0 5 ..... 0	X						0	0	0

**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			
MIGUEL BERGER Director	0.5 ..... 0	X						0	0	0
ALLYSON BERNARD Director	0.5 ..... 0	X						0	0	0
RUSSELL BERRY Director	0.5 ..... 0	X						0	0	0
BARBARA BETTS Director	0.5 ..... 0	X						0	0	0
MICHELLE BILLINGS Director	0.5 ..... 0	X						0	0	0
CHRISTOPHER BISHOP Director	0.5 ..... 0	X						0	0	0
LARRY BLACK Director	0.5 ..... 0	X						0	0	0
AMY BLADOW Director	0.5 ..... 0	X						0	0	0
FRANCES BLAKELY Director	0.5 ..... 0	X						0	0	0
THOMAS BLANCHARD Director	0.5 ..... 0	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ANNIE BLATZ Director	0 5 ..... 0	X						0	0	0
JOHN BLOM Director	0 5 ..... 0	X						0	0	0
WILLIAM BOATMAN Director	0 5 ..... 0	X						0	0	0
SHADRICK BOGANY Director	0 5 ..... 0	X						0	0	0
CHRISTIAN BOHYN Director	0 5 ..... 0	X						0	0	0
BRADLEY BOLAND Director	0 5 ..... 0	X						0	0	0
BECKWITH BOLLE Director	0 5 ..... 0	X						0	0	0
CHARLES BONFIGLIO Director	0 5 ..... 0	X						0	0	0
EUGENIA BONILLA Director	0 5 ..... 0	X						0	0	0
STEPHEN BOOTH Director	0 5 ..... 0	X						0	0	0



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

(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			
CHRISTI BORDEN Director	0 5 ..... 0	X						0	0	0
DOROTHY BOTSOE Director	0 5 ..... 0	X						0	0	0
CARLTON BOUJAI Director	0 5 ..... 0	X						0	0	0
YVES BOUSSARD Director	0 5 ..... 0	X						0	0	0
SHARON BOWLER Director	0 5 ..... 0	X						0	0	0
MONTIE BOX Director	0 5 ..... 0	X						0	0	0
J RUSSELL BOYCE Director	0 5 ..... 0	X						0	0	0
JENNY BRADY Director	0 5 ..... 0	X						0	0	0
KIMBERLY BRAGMAN Director	0 5 ..... 0	X						0	0	0
DARYL BRAHAM Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JENNIFER BRANCHINI Director	0 5 ..... 0	X						0	0	0
RYAN BRASHEAR Director	0 5 ..... 0	X						0	0	0
JOANNE BREEN Director	0 5 ..... 0	X						0	0	0
C LAMONT BRELAND Director	0 5 ..... 0	X						0	0	0
PAUL BREUNICH Director	0 5 ..... 0	X						0	0	0
MAREN BRISSON Director	0 5 ..... 0	X						0	0	0
JAN BRITO Director	0 5 ..... 0	X						0	0	0
DANNY BROCK Director	0 5 ..... 0	X						0	0	0
MIKE BRODIE Director	0 5 ..... 0	X						0	0	0
FRAN BROUDE Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SHEILA BROWER Director	0.5 ..... 0	X						0	0	0
KEVIN BROWN Director	0.5 ..... 0	X						0	0	0
MICHAEL BROWNELL Director	0.5 ..... 0	X						0	0	0
MICHAEL BRUNO Director	0.5 ..... 0	X						0	0	0
THEODORE BRYANT Director	0.5 ..... 0	X						0	0	0
BRENNAN BUCKLEY Director	0.5 ..... 0	X						0	0	0
CINDI BULLA Director	0.5 ..... 0	X						0	0	0
KRISTINE BURDICK Director	0.5 ..... 0	X						0	0	0
JOSH BURDINE Director	0.5 ..... 0	X						0	0	0
JEN BURKAMPER Director	0.5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ANDREW BURKE Director	0 5 ..... 0	X						0	0	0
MICHAEL BURKHARD Director	0 5 ..... 0	X						0	0	0
MARY FRANCES BURLESON Director	0 5 ..... 0	X						0	0	0
DAVID BURNETT Director	0 5 ..... 0	X						0	0	0
MICHAEL BURNS Director	0 5 ..... 0	X						0	0	0
KENYA BURRELL-VANWORMER Director	0 5 ..... 0	X						0	0	0
SHANNON BUSS Director	0 5 ..... 0	X						0	0	0
ALEXANDER BYNUM Director	0 5 ..... 0	X						0	0	0
SCOTT CABALLERO Director	0 5 ..... 0	X						0	0	0
ROBERT CALDWELL Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CINDY CALLAIS Director	0 5 ..... 0	X						0	0	0
PAT CALLAN Director	0 5 ..... 0	X						0	0	0
LINDA CALLICUTT Director	0 5 ..... 0	X						0	0	0
SARA CALO Director	0 5 ..... 0	X						0	0	0
COLLEEN CAMILLO Director	0 5 ..... 0	X						0	0	0
BOYD CAMPBELL Director	0 5 ..... 0	X						0	0	0
CHRISTINA CARDONE Director	0 5 ..... 0	X						0	0	0
CYNTHIA CARLEY Director	0 5 ..... 0	X						0	0	0
LEAH CARO Director	0 5 ..... 0	X						0	0	0
JANET CARPENTER Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CAROLINE CARRARA Director	05 ..... 0	X						0	0	0
NELSON CARRILLO Director	05 ..... 0	X						0	0	0
ADORNA CARROLL Director	05 ..... 0	X						0	0	0
ART CARTER Director	05 ..... 0	X						0	0	0
SUE CARTUN Director	05 ..... 0	X						0	0	0
MEG CASPER Director	05 ..... 0	X						0	0	0
MARI PAZ CATALA FUSTER Director	05 ..... 0	X						0	0	0
OTTO CATRINA Director	05 ..... 0	X						0	0	0
CINDY CHANDLER Director	05 ..... 0	X						0	0	0
LORI CHAPMAN Director	05 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
RANDALL CHAR Director	0 5 ..... 0	X						0	0	0
DAVID CHARRON Director	0 5 ..... 0	X						0	0	0
CHRISTINE CHASE Director	0 5 ..... 0	X						0	0	0
SOCAR CHATMON-THOMAS Director	0 5 ..... 0	X						0	0	0
WILLIAM CHEE Director	0 5 ..... 0	X						0	0	0
ALLEN CHIANG Director	0 5 ..... 0	X						0	0	0
RICHARD CHITTAM Director	0 5 ..... 0	X						0	0	0
TOMMY CHOI Director	0 5 ..... 0	X						0	0	0
ROB CHOUDHURY Director	0 5 ..... 0	X						0	0	0
JASON CHRISTIANA Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARK CHRISTOPHERSON Director	0.5 ..... 0	X						0	0	0
DALE CHUMBLEY Director	0.5 ..... 0	X						0	0	0
DAISY CID Director	0.5 ..... 0	X						0	0	0
NANCY CLANCY Director	0.5 ..... 0	X						0	0	0
KRISTA CLARK Director	0.5 ..... 0	X						0	0	0
QUINCY CLAYTON Director	0.5 ..... 0	X						0	0	0
FRED CLEMAN Director	0.5 ..... 0	X						0	0	0
CHRISTINA CLEMANS Director	0.5 ..... 0	X						0	0	0
MATT CLEMENTS Director	0.5 ..... 0	X						0	0	0
STEVE CLINE Director	0.5 ..... 0	X						0	0	0



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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
TRAVIS CLOSE Director	0 5 ..... 0	X						0	0	0
PADDY COAN Director	0 5 ..... 0	X						0	0	0
CAROLYN COBB Director	0 5 ..... 0	X						0	0	0
SHANNON COBB EVANS Director	0 5 ..... 0	X						0	0	0
RITA COFFEY Director	0 5 ..... 0	X						0	0	0
THOMAS COLE Director	0 5 ..... 0	X						0	0	0
DREW COLEMAN Director	0 5 ..... 0	X						0	0	0
JAMES COLEY Director	0 5 ..... 0	X						0	0	0
MARI COLGAN Director	0 5 ..... 0	X						0	0	0
ALVIN COLLINS Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
CATHY COLVIN Director	0 5 ..... 0	X						0	0	0
PAT COMBS Director	0 5 ..... 0	X						0	0	0
CATHY CONEWAY Director	0 5 ..... 0	X						0	0	0
MICHAEL CONNOLLY Director	0 5 ..... 0	X						0	0	0
BRIAN COPELAND Incoming Vice President	1 5 ..... 0	X						0	0	0
JASON COPEMAN Director	0 5 ..... 0	X						0	0	0
NIKKI COPPA Director	0 5 ..... 0	X						0	0	0
TONYA CORDER Director	0 5 ..... 0	X						0	0	0
DANIELLE CORLISS Director	0 5 ..... 0	X						0	0	0
JAMES CORMIER Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PAULA COSENZA Director	05 ..... 0	X						0	0	0
JUDY COVINGTON Director	05 ..... 0	X						0	0	0
DAVID COX Director	05 ..... 0	X						0	0	0
VICKI COX GOLDER Director	05 ..... 0	X						0	0	0
MIKE CRADDOCK Director	05 ..... 0	X						0	0	0
JESSICA CRAIG Director	05 ..... 0	X						0	0	0
BARBARA CRANE Director	05 ..... 0	X						0	0	0
BETH CRISTINA Director	05 ..... 0	X						0	0	0
DENNIS CRONK Director	05 ..... 0	X						0	0	0
JEAN CROSBY Director	05 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KAREN CROWSON Director	0 5 ..... 0	X						0	0	0
ALISON CUMMINGS Director	0 5 ..... 0	X						0	0	0
AMY CURLER Director	0 5 ..... 0	X						0	0	0
TIFFANY CURRY Director	0 5 ..... 0	X						0	0	0
DONNA CUSSON Director	0 5 ..... 0	X						0	0	0
CAROLYN DAGOSTA Director	0 5 ..... 0	X						0	0	0
PATRICK DALESSANDRO Director	0 5 ..... 0	X						0	0	0
THOMAS DALEY Director	0 5 ..... 0	X						0	0	0
JOSEPH D'AMATO Director	0 5 ..... 0	X						0	0	0
MATT DANIEL Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHERI DANIELS Director	0 5 ..... 0	X						0	0	0
STEPHEN D'ANTONIO Director	0 5 ..... 0	X						0	0	0
SANDY DARLING Director	0 5 ..... 0	X						0	0	0
DARLENE DAVENPORT Director	0 5 ..... 0	X						0	0	0
FRAN DAVIS Director	0 5 ..... 0	X						0	0	0
KIMBERLY DAWSON Director	0 5 ..... 0	X						0	0	0
WEST DE YOUNG Director	0 5 ..... 0	X						0	0	0
KRISTA DEACON Director	0 5 ..... 0	X						0	0	0
DAVID DEAL Director	0 5 ..... 0	X						0	0	0
SAM DEBORD Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ALLAN DECHERT Director	0 5 ..... 0	X						0	0	0
SANDRA DEERING Director	0 5 ..... 0	X						0	0	0
ANN DEFRIES Director	0 5 ..... 0	X						0	0	0
ANGELO DELDUCA Director	0 5 ..... 0	X						0	0	0
CLARE DELGADO Director	0 5 ..... 0	X						0	0	0
LETTY DEMAY Director	0 5 ..... 0	X						0	0	0
PETER DEMIDOVICH Director	0 5 ..... 0	X						0	0	0
ADELE DEMORO Director	0 5 ..... 0	X						0	0	0
SCOTT DENEVE Director	0 5 ..... 0	X						0	0	0
MARTHA DENT Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LAURA DERRICK Director	0.5 ..... 0	X						0	0	0
ALAN DESTEFANO Director	0.5 ..... 0	X						0	0	0
DEAN DETONNANCOURT Director	0.5 ..... 0	X						0	0	0
ROBIN DICKSON Director	0.5 ..... 0	X						0	0	0
RENNY DIEDRICH Director	0.5 ..... 0	X						0	0	0
MATT DIFANIS Director	0.5 ..... 0	X						0	0	0
MICHAEL DIMELLA Director	0.5 ..... 0	X						0	0	0
DIANE DISBROW Director	0.5 ..... 0	X						0	0	0
PAUL DIZMANG Director	0.5 ..... 0	X						0	0	0
HARRIETTE DOGGETT Director	0.5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN DOHM Director	0 5 ..... 0	X						0	0	0
DOUGLAS DOHSE Director	0 5 ..... 0	X						0	0	0
JONATHAN DOLPHUS Director	0 5 ..... 0	X						0	0	0
JULIE DOWNEY Director	0 5 ..... 0	X						0	0	0
MARC DRAPEAU Director	0 5 ..... 0	X						0	0	0
MICHAEL DREWS Director	0 5 ..... 0	X						0	0	0
ELIZABETH DUENAS Director	0 5 ..... 0	X						0	0	0
LISA DUNN Director	0 5 ..... 0	X						0	0	0
RANDY DURHAM Director	0 5 ..... 0	X						0	0	0
MARY DYKSTRA Director	0 5 ..... 0	X						0	0	0



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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
RACHEL EAMES Director	0 5 ..... 0	X						0	0	0
JOSEPHINE EASTON Director	0 5 ..... 0	X						0	0	0
ROBERT EBY Director	0 5 ..... 0	X						0	0	0
MARTIN EDWARDS Director	0 5 ..... 0	X						0	0	0
HOWARD ELFMAN Director	0 5 ..... 0	X						0	0	0
BRUCE ELLIOTT Director	0 5 ..... 0	X						0	0	0
STUART ELSEA Director	0 5 ..... 0	X						0	0	0
JP ENDRES Director	0 5 ..... 0	X						0	0	0
ROBINA ENGLISH Director	0 5 ..... 0	X						0	0	0
ALYSSIA ESSIG Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
RAUL ESTRADA Director	0 5 ..... 0	X						0	0	0
JAMES EVANS Director	0 5 ..... 0	X						0	0	0
CAROL FACCIPONTI Director	0 5 ..... 0	X						0	0	0
TREASURE FAIRCLOTH Director	0 5 ..... 0	X						0	0	0
CARLA FARLEY Director	0 5 ..... 0	X						0	0	0
CAREY FARMER Director	0 5 ..... 0	X						0	0	0
GAIL FATTIZZI Director	0 5 ..... 0	X						0	0	0
DON FAUGHT Director	0 5 ..... 0	X						0	0	0
MICHAEL FAULKNER Director	0 5 ..... 0	X						0	0	0
ANDY FEGLEY Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MICHAEL FELDMAN Director	0 ..... 5	X						0	0	0
TAMMY FELENSTEIN Director	0 ..... 5	X						0	0	0
CHRISTOPHER FELIX Director	0 ..... 5	X						0	0	0
LINDA FERCODINI Director	0 ..... 5	X						0	0	0
JORGE FERNANDEZ Director	0 ..... 5	X						0	0	0
WILLIAM FESTA Director	0 ..... 5	X						0	0	0
DAPHNA FIELDS Director	0 ..... 5	X						0	0	0
ERNESTO FIGUEREDO CORONEL Director	0 ..... 5	X						0	0	0
JULIE FINNEY Director	0 ..... 5	X						0	0	0
RICHARD FIORETTI Director	0 ..... 5	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
STEVEN FISCHER Director	0 5 ..... 0	X						0	0	0
DEB FISHER Director	0 5 ..... 0	X						0	0	0
DREW FISHMAN Director	0 5 ..... 0	X						0	0	0
BONNIE FITZGERALD Director	0 5 ..... 0	X						0	0	0
ASA FLEMING Director	0 5 ..... 0	X						0	0	0
DARLENE FLETCHER Director	0 5 ..... 0	X						0	0	0
DEBRA FLOWER Director	0 5 ..... 0	X						0	0	0
SUE FLUCKE Director	0 5 ..... 0	X						0	0	0
NORMAN FLYNN Director	0 5 ..... 0	X						0	0	0
TRACIE FOGELSON Director	0 5 ..... 0	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JEFF FOO Director	05 ..... 0	X						0	0	0
CLAIRE FORCIER-ROWE Director	05 ..... 0	X						0	0	0
KATHY FOWLER Director	05 ..... 0	X						0	0	0
BARBARA FOX Director	05 ..... 0	X						0	0	0
STEVEN FRAIOLI Director	05 ..... 0	X						0	0	0
MAUREEN FRANCIS Director	05 ..... 0	X						0	0	0
MARILYN FREDERICK Director	05 ..... 0	X						0	0	0
HERBERT FREEMAN Director	05 ..... 0	X						0	0	0
ANJANETTE FRYE Director	05 ..... 0	X						0	0	0
RICHARD FRYER Director	05 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
VICKI FULLERTON Director	0 5 ..... 0	X						0	0	0
JOSEPH FUNKHOUSER Director	0 5 ..... 0	X						0	0	0
WILLIAM FURST Director	0 5 ..... 0	X						0	0	0
JILL FURTADO Director	0 5 ..... 0	X						0	0	0
WENDY FURTH Director	0 5 ..... 0	X						0	0	0
BRANDI GABBARD Director	0 5 ..... 0	X						0	0	0
DIANA GALAVIS Director	0 5 ..... 0	X						0	0	0
PETE GALBRAITH Director	0 5 ..... 0	X						0	0	0
KATHLEEN GALLAGHER MCIVER Director	0 5 ..... 0	X						0	0	0
JAMES GAMBLE Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
WILLIAM GAMELLI Director	0 5 ..... 0	X						0	0	0
DEOW GANGARAM Director	0 5 ..... 0	X						0	0	0
RONALD GARAFALO Director	0 5 ..... 0	X						0	0	0
FRANK GARCIA Director	0 5 ..... 0	X						0	0	0
RYAN GATTERMEIR Director	0 5 ..... 0	X						0	0	0
WAYNE GAUTHIER Director	0 5 ..... 0	X						0	0	0
RICHARD GAYLORD Director	0 5 ..... 0	X						0	0	0
MARJORIE GENOVA Director	0 5 ..... 0	X						0	0	0
JASON GENTRY Director	0 5 ..... 0	X						0	0	0
SARA GERRISH Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
BRENDA GHIBAUDI Director	0 5 ..... 0	X						0	0	0
ERIC GIBBS SR Director	0 5 ..... 0	X						0	0	0
SCOTT GIESER Director	0 5 ..... 0	X						0	0	0
CORTNEY GILL Director	0 5 ..... 0	X						0	0	0
WILLIAM GILSENAN Director	0 5 ..... 0	X						0	0	0
DEBRA GISRIEL Director	0 5 ..... 0	X						0	0	0
KAREN GLASS Director	0 5 ..... 0	X						0	0	0
TG GLAZER Director	0 5 ..... 0	X						0	0	0
STEVE GODDARD Director	0 5 ..... 0	X						0	0	0
ART GODI Director	0 5 ..... 0	X						0	0	0



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(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN GOEDE Director	0 5 ..... 0	X						0	0	0
JAY GOHIL Director	0 5 ..... 0	X						0	0	0
DEANN GOLDEN Director	0 5 ..... 0	X						0	0	0
MELISSA GOMEZ Director	0 5 ..... 0	X						0	0	0
THOMAS GONGAWARE Director	0 5 ..... 0	X						0	0	0
FRANK GOODALE Director	0 5 ..... 0	X						0	0	0
MICHAEL GORDON Director	0 5 ..... 0	X						0	0	0
GREGORY GOSELIN Director	0 5 ..... 0	X						0	0	0
MICHAEL GOTTLIEB Director	0 5 ..... 0	X						0	0	0
JOHN GRAFF Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN GRAHAM Director	0 5 ..... 0	X						0	0	0
EMILY GREEN Director	0 5 ..... 0	X						0	0	0
DENA GREENAWALT Director	0 5 ..... 0	X						0	0	0
DEBRA GREENE Director	0 5 ..... 0	X						0	0	0
KAREN GREENWOOD Director	0 5 ..... 0	X						0	0	0
FRANCOIS GREGOIRE Director	0 5 ..... 0	X						0	0	0
ADAM GRENVILLE Director	0 5 ..... 0	X						0	0	0
CAROL GRIFFITH Director	0 5 ..... 0	X						0	0	0
ELAINE GRILL Director	0 5 ..... 0	X						0	0	0
JOHN GROFT Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
RUSSELL GROOMS Director	0 5 ..... 0	X						0	0	0
JOEL GROSSMAN Director	0 5 ..... 0	X						0	0	0
IRENE GUANILL Director	0 5 ..... 0	X						0	0	0
JORGE LUIS GUERRA JR Director	0 5 ..... 0	X						0	0	0
DONNA GUIDO Director	0 5 ..... 0	X						0	0	0
MAX GURVITCH Director	0 5 ..... 0	X						0	0	0
CARLOS GUTIERREZ Director	0 5 ..... 0	X						0	0	0
RUTH HACKNEY Director	0 5 ..... 0	X						0	0	0
STEFANIE HAHN Director	0 5 ..... 0	X						0	0	0
MELISSA HAILEY Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KRISTY HAIRSTON Director	0 5 ..... 0	X						0	0	0
CHARLENE HAISLIP Director	0 5 ..... 0	X						0	0	0
DEBBIE HAKE Director	0 5 ..... 0	X						0	0	0
KIT HALE Director	0 5 ..... 0	X						0	0	0
RANDALL HALL Director	0 5 ..... 0	X						0	0	0
DOUGLAS HAMILTON Director	0 5 ..... 0	X						0	0	0
JOE HANAUER Director	0 5 ..... 0	X						0	0	0
AMANDA HANEMANN Director	0 5 ..... 0	X						0	0	0
WILLIAM HANLEY Director	0 5 ..... 0	X						0	0	0
DAVID HANNA Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHRISTINE HANSEN Director	0 5 ..... 0	X						0	0	0
LAUREN HARKINS WIUFF Director	0 5 ..... 0	X						0	0	0
ROBERT HARMAN Director	0 5 ..... 0	X						0	0	0
FAITH HARPER Director	0 5 ..... 0	X						0	0	0
ROBERT HARRINGTON Director	0 5 ..... 0	X						0	0	0
DONALD HARRIS Director	0 5 ..... 0	X						0	0	0
JOHN HARRISON Director	0 5 ..... 0	X						0	0	0
GAIL HARTNETT Director	0 5 ..... 0	X						0	0	0
DANIEL HATFIELD Director	0 5 ..... 0	X						0	0	0
CRYSTAL HAWKINS SYSKA Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
BRENDA HAYDEN Director	0 5 ..... 0	X						0	0	0
CYNTHIA HAYDON Director	0 5 ..... 0	X						0	0	0
ANN HAYES Director	0 5 ..... 0	X						0	0	0
DAN HAZY Director	0 5 ..... 0	X						0	0	0
MARY ANN HEBERT Director	0 5 ..... 0	X						0	0	0
AMY HEDGECOCK Director	0 5 ..... 0	X						0	0	0
INES HEGEDUS-GARCIA Director	0 5 ..... 0	X						0	0	0
SALLY HEIMBROOK Director	0 5 ..... 0	X						0	0	0
MEREDITH HELD Director	0 5 ..... 0	X						0	0	0
DORCAS HELFANT-BROWNING Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
GLENN HELLYER Director	0 5 ..... 0	X						0	0	0
RODNEY HELM Director	0 5 ..... 0	X						0	0	0
BERNICE HELMAN Director	0 5 ..... 0	X						0	0	0
JAMES HELSEL Director	0 5 ..... 0	X						0	0	0
SUSAN HELSINGER Director	0 5 ..... 0	X						0	0	0
LYNNETTE HENDRICKS Director	0 5 ..... 0	X						0	0	0
PAUL HENDRIKS Director	0 5 ..... 0	X						0	0	0
GREGORY HERB Director	0 5 ..... 0	X						0	0	0
DOROTHY HERMAN Director	0 5 ..... 0	X						0	0	0
RANDALL HERTZ Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CONNIE HETTINGA Director	0 5 ..... 0	X						0	0	0
JEFFREY HICKS Director	0 5 ..... 0	X						0	0	0
JEFFREY HILL Director	0 5 ..... 0	X						0	0	0
FRED HINTENBERGER Director	0 5 ..... 0	X						0	0	0
JEFFREY HOFFMAN Director	0 5 ..... 0	X						0	0	0
ALICIA HOLDAWAY Director	0 5 ..... 0	X						0	0	0
LISA HOLLISTER Director	0 5 ..... 0	X						0	0	0
JOHN HOOPS Director	0 5 ..... 0	X						0	0	0
STEPHEN HOOVER Director	0 5 ..... 0	X						0	0	0
TOM HORMEL Director	0 5 ..... 0	X						0	0	0



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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN HORNING Director	0 5 ..... 0	X						0	0	0
ILENE HOROWITZ Director	0 5 ..... 0	X						0	0	0
NIKITA HOUCHINS Director	0 5 ..... 0	X						0	0	0
BOBBI HOWE Director	0 5 ..... 0	X						0	0	0
GREGORY HRABCAK Director	0 5 ..... 0	X						0	0	0
HAROLD HUGGINS Director	0 5 ..... 0	X						0	0	0
NATHAN HUGHES Director	0 5 ..... 0	X						0	0	0
KARLA HUIJSING Director	0 5 ..... 0	X						0	0	0
AMY HULLET Director	0 5 ..... 0	X						0	0	0
TESSA HULTZ Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MICHAEL HUNSTAD Director	0 5 ..... 0	X						0	0	0
LEANNAH HUNT Director	0 5 ..... 0	X						0	0	0
TIM HUR Director	0 5 ..... 0	X						0	0	0
JIM IMHOFF Director	0 5 ..... 0	X						0	0	0
JAMES IODICE Director	0 5 ..... 0	X						0	0	0
CLIFF IVERSON Director	0 5 ..... 0	X						0	0	0
R NEAL JACKSON Director	0 5 ..... 0	X						0	0	0
CHRISTINE JACOBSON Director	0 5 ..... 0	X						0	0	0
MICHAEL JACQUES Director	0 5 ..... 0	X						0	0	0
JASON JAKUS Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
GEORGE JALIL Director	0 5 ..... 0	X						0	0	0
MARIE JEBAVY Director	0 5 ..... 0	X						0	0	0
MARY ANN JEFFERS Director	0 5 ..... 0	X						0	0	0
THOMAS JEFFERSON Director	0 5 ..... 0	X						0	0	0
DEBRA JENSEN Director	0 5 ..... 0	X						0	0	0
MARC JERNIGAN Director	0 5 ..... 0	X						0	0	0
WILLIAM JILES Director	0 5 ..... 0	X						0	0	0
MARVIN JOLLY Director	0 5 ..... 0	X						0	0	0
WM JORDAN Director	0 5 ..... 0	X						0	0	0
JOANNE JUSTICE Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ANDREW KACHAYLO Director	0 5 ..... 0	X						0	0	0
HENRY KAMMANDEL Director	0 5 ..... 0	X						0	0	0
BRUCE KAMMER Director	0 5 ..... 0	X						0	0	0
KEITH KANEMOTO Director	0 5 ..... 0	X						0	0	0
PAT KAPLAN Director	0 5 ..... 0	X						0	0	0
BECKY KARPE Director	0 5 ..... 0	X						0	0	0
HEIDI KASAMA Director	0 5 ..... 0	X						0	0	0
TRACY KASPER Incoming Vice President	1 5 ..... 0	X						0	0	0
LA NORA KAY Director	0 5 ..... 0	X						0	0	0
LARRY KEATING Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
JONATHAN KEITH Director	05 ..... 0	X						0	0	0
KRIS KELLER Director	05 ..... 0	X						0	0	0
PATTY KELLEY Director	05 ..... 0	X						0	0	0
KYLE KELLY Director	05 ..... 0	X						0	0	0
VICKIE KELSALL Director	05 ..... 0	X						0	0	0
DAVID KENNEDY Director	05 ..... 0	X						0	0	0
BARBARA KENNON Director	05 ..... 0	X						0	0	0
DAVID KENT Director	05 ..... 0	X						0	0	0
KIM KERBIS Director	05 ..... 0	X						0	0	0
R SCOTT KESNER Director	05 ..... 0	X						0	0	0

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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
WILLIAM KESSLER Director	0 ..... 5	X						0	0	0
DAN KEUNE Director	0 ..... 5	X						0	0	0
ROBERT KEVANE Director	0 ..... 5	X						0	0	0
JOHN KINDBOM Director	0 ..... 5	X						0	0	0
FARON KING Director	0 ..... 5	X						0	0	0
JAMES KINNEY Director	0 ..... 5	X						0	0	0
ADAM KIRKHAM Director	0 ..... 5	X						0	0	0
JANICE KIRKNER Director	0 ..... 5	X						0	0	0
COY KNAPP Director	0 ..... 5	X						0	0	0
PIPER KNOLL Director	0 ..... 5	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN KODLICK Director	0 5 ..... 0	X						0	0	0
PETE KOPF Director	0 5 ..... 0	X						0	0	0
THOMAS KOTZIAN Director	0 5 ..... 0	X						0	0	0
FRANK KOWALSKI Director	0 5 ..... 0	X						0	0	0
BARRY KRAMER Director	0 5 ..... 0	X						0	0	0
THOMAS KRETLER Director	0 5 ..... 0	X						0	0	0
ROBERT KULICK Director	0 5 ..... 0	X						0	0	0
MICHAEL KUNESH Director	0 5 ..... 0	X						0	0	0
ALEJANDRO KURI PHERES Director	0 5 ..... 0	X						0	0	0
CHRISTINE KUTZKEY Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CONNIE KYLE Director	0 5 ..... 0	X						0	0	0
MICHAEL LABOUT Director	0 5 ..... 0	X						0	0	0
LATANYA LABRANCH Director	0 5 ..... 0	X						0	0	0
BARBARA LACH Director	0 5 ..... 0	X						0	0	0
LAURIE LADOW Director	0 5 ..... 0	X						0	0	0
NICHOLAS LAGOS Director	0 5 ..... 0	X						0	0	0
ANNE LAKUSTA Director	0 5 ..... 0	X						0	0	0
KYLE LALIM Director	0 5 ..... 0	X						0	0	0
CHERYL LAMBERT Director	0 5 ..... 0	X						0	0	0
ROBIN LANCE Director	0 5 ..... 0	X						0	0	0



**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	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
BARBARA LANDERS Director	05 ..... 0	X						0	0	0
NANCY LANE Director	05 ..... 0	X						0	0	0
MICHAEL LANGFORD Director	05 ..... 0	X						0	0	0
MICHAEL LANNING Director	05 ..... 0	X						0	0	0
JOSEPH LAROSA Director	05 ..... 0	X						0	0	0
STEVEN LARUE Director	05 ..... 0	X						0	0	0
KIMBERLY LEASE Director	05 ..... 0	X						0	0	0
LYNN LECRAW Director	05 ..... 0	X						0	0	0
KARL LEE Director	05 ..... 0	X						0	0	0
JACK LEGAL Director	05 ..... 0	X						0	0	0

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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
DAVID LEGAZ Director	0 5 ..... 0	X						0	0	0
AARON LEIDER Director	0 5 ..... 0	X						0	0	0
JAN LEIGHTON Director	0 5 ..... 0	X						0	0	0
RONALD LENNEN Director	0 5 ..... 0	X						0	0	0
PAUL LEPAGE Director	0 5 ..... 0	X						0	0	0
KEVIN LEVENT Director	0 5 ..... 0	X						0	0	0
JAN LEVERETT Director	0 5 ..... 0	X						0	0	0
JEFFREY LEVINE Director	0 5 ..... 0	X						0	0	0
MARC LEVINSON Director	0 5 ..... 0	X						0	0	0
ERIC LIM Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SHARON LINDBLADE Director	0 5 ..... 0	X						0	0	0
MARGARET LINDSAY Director	0 5 ..... 0	X						0	0	0
BECCA LINNIG Director	0 5 ..... 0	X						0	0	0
SARA LIPNITZ Director	0 5 ..... 0	X						0	0	0
JAMES LIPTAK Director	0 5 ..... 0	X						0	0	0
MARBURY LITTLE Director	0 5 ..... 0	X						0	0	0
KEVIN LOIACONO Director	0 5 ..... 0	X						0	0	0
BRADLEY LOIS Director	0 5 ..... 0	X						0	0	0
DAVID LONG Director	0 5 ..... 0	X						0	0	0
GRANT LOPEZ Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
EDUARDO LOPEZ PAGAN Director	05 ..... 0	X						0	0	0
TED LORING Director	05 ..... 0	X						0	0	0
D MATT LOSKOTA Director	05 ..... 0	X						0	0	0
DORRIE LOVE Director	05 ..... 0	X						0	0	0
BETH LOVELL Director	05 ..... 0	X						0	0	0
ALAN LOVITT Director	05 ..... 0	X						0	0	0
JARROD LOWE Director	05 ..... 0	X						0	0	0
WILLIAM LUBLIN Director	05 ..... 0	X						0	0	0
JOSEPH LUCA Director	05 ..... 0	X						0	0	0
VELDA LUEDERS Director	05 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LINDA LUGO Director	0 5 ..... 0	X						0	0	0
TIMOTHY LUND Director	0 5 ..... 0	X						0	0	0
ROGER LUNDY Director	0 5 ..... 0	X						0	0	0
KAKI LYBBERT Director	0 5 ..... 0	X						0	0	0
KEITH LYNAM Director	0 5 ..... 0	X						0	0	0
JOHN LYNCH Director	0 5 ..... 0	X						0	0	0
LISA LYONS Director	0 5 ..... 0	X						0	0	0
DARRYL MACHA Director	0 5 ..... 0	X						0	0	0
DUNCAN MACKENZIE Director	0 5 ..... 0	X						0	0	0
CAROLE MACLURE Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JEFF MADDOX Director	0 5 ..... 0	X						0	0	0
ANDREW MAHOWALD Director	0 5 ..... 0	X						0	0	0
TIFFANIE MAI-GANSKE Director	0 5 ..... 0	X						0	0	0
JAMES MAJOR Director	0 5 ..... 0	X						0	0	0
ANDREW MALL Director	0 5 ..... 0	X						0	0	0
VERONICA MALOLOS Director	0 5 ..... 0	X						0	0	0
DIANE MANNS Director	0 5 ..... 0	X						0	0	0
L ALMA MANSELL Director	0 5 ..... 0	X						0	0	0
MARK MANSOUR Director	0 5 ..... 0	X						0	0	0
BRENDA MARCHWICKI Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DEL MARKWARD Director	0 5 ..... 0	X						0	0	0
MARK MARQUEZ Director	0 5 ..... 0	X						0	0	0
JAMES MARTIN Director	0 5 ..... 0	X						0	0	0
DONALD MARTINDELL Director	0 5 ..... 0	X						0	0	0
ALDO MARTINEZ Director	0 5 ..... 0	X						0	0	0
MARK MASLEY Director	0 5 ..... 0	X						0	0	0
NENE MATEY KEKE Director	0 5 ..... 0	X						0	0	0
GUY MATTEO Director	0 5 ..... 0	X						0	0	0
JOHN MATTHEWS Director	0 5 ..... 0	X						0	0	0
SCOTT MATTHIAS Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ANNE MATYJASIK Director	0 5 ..... 0	X						0	0	0
R BRIAN MATZA Director	0 5 ..... 0	X						0	0	0
KC MAURER Director	0 5 ..... 0	X						0	0	0
RICHARD MAYO Director	0 5 ..... 0	X						0	0	0
JO ANN MAZZEO Director	0 5 ..... 0	X						0	0	0
WALTER MC DONALD Director	0 5 ..... 0	X						0	0	0
JOHN MCARDLE Director	0 5 ..... 0	X						0	0	0
THOMAS MCCARTHY Director	0 5 ..... 0	X						0	0	0
NINA MCCASLIN-HORN Director	0 5 ..... 0	X						0	0	0
JOEL MCCLINTOCK Director	0 5 ..... 0	X						0	0	0



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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PEGGYANN MCCONNOCHIE Director	0 5 ..... 0	X						0	0	0
LAURIE MCDONNELL Director	0 5 ..... 0	X						0	0	0
ROBERT MCDUGALD Director	0 5 ..... 0	X						0	0	0
CHRISTOPHER MCELROY Director	0 5 ..... 0	X						0	0	0
CHERYL MCFALL Director	0 5 ..... 0	X						0	0	0
WILLIAM MCFALLS Director	0 5 ..... 0	X						0	0	0
JO-ANN MCFEARIN Director	0 5 ..... 0	X						0	0	0
GEORGE MCGRAW Director	0 5 ..... 0	X						0	0	0
GEOFF MCINTOSH Director	0 5 ..... 0	X						0	0	0
DOUG MCINTYRE Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ANDREA MCKEY Director	0 5 ..... 0	X						0	0	0
JEWELL MCKINNEY Director	0 5 ..... 0	X						0	0	0
CASEY MCLOED Director	0 5 ..... 0	X						0	0	0
LIZ MCMASTER Director	0 5 ..... 0	X						0	0	0
DEBORAH MCMULLEN Director	0 5 ..... 0	X						0	0	0
KATHLEEN MCQUILKIN Director	0 5 ..... 0	X						0	0	0
BETTE MCTAMNEY Director	0 5 ..... 0	X						0	0	0
ROBERT MCVEY Director	0 5 ..... 0	X						0	0	0
LEE MCWATERS Director	0 5 ..... 0	X						0	0	0
SHERRI MEADOWS Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ANNE MECZYWOR Director	0 5 ..... 0	X						0	0	0
ALAN MEHRWEIN Director	0 5 ..... 0	X						0	0	0
JULIE MELANDER Director	0 5 ..... 0	X						0	0	0
CARLOS MELENDEZ Director	0 5 ..... 0	X						0	0	0
LAUREN MELO Director	0 5 ..... 0	X						0	0	0
LIZA MENDEZ Director	0 5 ..... 0	X						0	0	0
PETER MERRITT Director	0 5 ..... 0	X						0	0	0
REINALDO MESA Director	0 5 ..... 0	X						0	0	0
BONNIE METVINER Director	0 5 ..... 0	X						0	0	0
SUSAN MIDDENDORF Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN MIKE Director	0.5 ..... 0	X						0	0	0
SHARON MILLETT Director	0.5 ..... 0	X						0	0	0
WILLIAM MILLIKEN Director	0.5 ..... 0	X						0	0	0
KIMBERLY MILLS Director	0.5 ..... 0	X						0	0	0
ALEKSANDR MILSHTEYN Director	0.5 ..... 0	X						0	0	0
KATHLEEN MINDEN Director	0.5 ..... 0	X						0	0	0
JULIA MINTO Director	0.5 ..... 0	X						0	0	0
RICHARD MIRANDA Director	0.5 ..... 0	X						0	0	0
ELLEN MITCHEL Director	0.5 ..... 0	X						0	0	0
CATHY MITCHELL Director	0.5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JUDITH MIZZONE Director	0 5 ..... 0	X						0	0	0
SABA MOHAMMED Director	0 5 ..... 0	X						0	0	0
PAULA MONTHOFER Director	0 5 ..... 0	X						0	0	0
EDGAR F MORALES Director	0 5 ..... 0	X						0	0	0
STEVEN MOREIRA Director	0 5 ..... 0	X						0	0	0
ROBERT MOREL Director	0 5 ..... 0	X						0	0	0
PHIL MORRICAL Director	0 5 ..... 0	X						0	0	0
R LAYNE MORRILL Director	0 5 ..... 0	X						0	0	0
EZEKIEL MORRIS Director	0 5 ..... 0	X						0	0	0
ROBERT MORRISON Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
NANCY MOSCA Director	0 5 ..... 0	X						0	0	0
JOSEPH MOSHE Director	0 5 ..... 0	X						0	0	0
THOMAS MOUTON Director	0 5 ..... 0	X						0	0	0
STEVEN MOYER Director	0 5 ..... 0	X						0	0	0
ROBIN MUECK Director	0 5 ..... 0	X						0	0	0
CHARLIE MURPHY Director	0 5 ..... 0	X						0	0	0
BILL MURRAY Director	0 5 ..... 0	X						0	0	0
LINDA MUSSER Director	0 5 ..... 0	X						0	0	0
JOHN MYERS Director	0 5 ..... 0	X						0	0	0
RONALD MYLES Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
NANCY NAGY Director	0.5 ..... 0	X						0	0	0
JOSEPH NAHAS Director	0.5 ..... 0	X						0	0	0
REGINA NAVES Director	0.5 ..... 0	X						0	0	0
EDWIN NEAVES Director	0.5 ..... 0	X						0	0	0
DAN NEGULESCU Director	0.5 ..... 0	X						0	0	0
TRICIA NEKOTA Director	0.5 ..... 0	X						0	0	0
GARY NELSON Director	0.5 ..... 0	X						0	0	0
TERRELL NEWBERRY Director	0.5 ..... 0	X						0	0	0
TAMMY NEWLAND-SHISHIDO Director	0.5 ..... 0	X						0	0	0
THAI-HUNG NGUYEN Director	0.5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN NICHOLS Director	0 5 ..... 0	X						0	0	0
LOUIS NIMKOFF Director	0 5 ..... 0	X						0	0	0
PEYTON NORVILLE Director	0 5 ..... 0	X						0	0	0
JOHN NUGENT Director	0 5 ..... 0	X						0	0	0
ELIZABETH NUNAN Director	0 5 ..... 0	X						0	0	0
JIM OAKLEY Director	0 5 ..... 0	X						0	0	0
MARY ELLEN O'BOYLE Director	0 5 ..... 0	X						0	0	0
CHERYL O'BRIEN Director	0 5 ..... 0	X						0	0	0
DEIRDRE O'CONNELL Director	0 5 ..... 0	X						0	0	0
GERARD O'CONNELL Director	0 5 ..... 0	X						0	0	0



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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SANDRA O'CONNOR Director	0.5 ..... 0	X						0	0	0
ARTHUR OHANESYAN Director	0.5 ..... 0	X						0	0	0
PATRICIA OHMBERGER Director	0.5 ..... 0	X						0	0	0
ALLEN OKAMOTO Director	0.5 ..... 0	X						0	0	0
MICHAEL OLDENETTEL Director	0.5 ..... 0	X						0	0	0
EILEEN OLDROYD Director	0.5 ..... 0	X						0	0	0
CAROL OLNEY Director	0.5 ..... 0	X						0	0	0
CHRISTIE O'NEIL Director	0.5 ..... 0	X						0	0	0
PATRICIA TI O'NEILL Director	0.5 ..... 0	X						0	0	0
ROBERT OPPENHEIMER Director	0.5 ..... 0	X						0	0	0

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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHARLES OPPLER First Vice President - Elect	5 0 ..... 0	X						3,291	0	0
PIERO ORSI Director	5 0 ..... 0	X						0	0	0
PETER ORTEGA Director	5 0 ..... 0	X						0	0	0
IGNACIO OSORIO Director	5 0 ..... 0	X						0	0	0
EDWARD OSWALD Director	5 0 ..... 0	X						0	0	0
WILLIAM OVERACRE Director	5 0 ..... 0	X						0	0	0
MICHAEL OWEN Director	5 0 ..... 0	X						0	0	0
HEATHER OZUR Director	5 0 ..... 0	X						0	0	0
LINDA PAGE Director	5 0 ..... 0	X						0	0	0
ROBERT PAHLKE Director	5 0 ..... 0	X						0	0	0

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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
BOWEN PAK Director	0 5 ..... 0	X						0	0	0
ANN MARIE PALLISTER Director	0 5 ..... 0	X						0	0	0
CHRISTINA PAPPAS Director	0 5 ..... 0	X						0	0	0
AXAY PAREKH Director	0 5 ..... 0	X						0	0	0
MARK PARKER Director	0 5 ..... 0	X						0	0	0
DAVE PARKS Director	0 5 ..... 0	X						0	0	0
SUSAN PATT Director	0 5 ..... 0	X						0	0	0
PATRICK PAULSON Director	0 5 ..... 0	X						0	0	0
GREGORY PAWLIK Director	0 5 ..... 0	X						0	0	0
CRAIG PECK Director	0 5 ..... 0	X						0	0	0

**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	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
GEORGE PEEK Director	0 5 ..... 0	X						0	0	0
LORENA PENA Director	0 5 ..... 0	X						0	0	0
DAVID PERETTI Director	0 5 ..... 0	X						0	0	0
JOE PEREZ Director	0 5 ..... 0	X						0	0	0
JEFFREY PERRY Director	0 5 ..... 0	X						0	0	0
PATRICIA PETRALIA Director	0 5 ..... 0	X						0	0	0
ANN PETTIJOHN Director	0 5 ..... 0	X						0	0	0
SANDI PFISTER Director	0 5 ..... 0	X						0	0	0
VEERA PHILLIPS Director	0 5 ..... 0	X						0	0	0
LINDA PHILPOTT Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARCUS PHIPPS Director	0 5 ..... 0	X						0	0	0
BEVERLY PINDLING Director	0 5 ..... 0	X						0	0	0
NYKEA PIPPION MCGRIFF Director	0 5 ..... 0	X						0	0	0
ROGER PIRO Director	0 5 ..... 0	X						0	0	0
GWEN PLACE Director	0 5 ..... 0	X						0	0	0
BILL PLATTOS Director	0 5 ..... 0	X						0	0	0
KIMBERLY PLOURDE Director	0 5 ..... 0	X						0	0	0
CHRIS POLYCHRON Director	0 5 ..... 0	X						0	0	0
JOANNE POOLE Director	0 5 ..... 0	X						0	0	0
CHARLES PORTER Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LINDA PORTERFIELD Director	0 5 ..... 0	X						0	0	0
NELL POSTELL Director	0 5 ..... 0	X						0	0	0
WILLIAM POTEET Director	0 5 ..... 0	X						0	0	0
GEOFFREY POULOS Director	0 5 ..... 0	X						0	0	0
JOHN POWELL Director	0 5 ..... 0	X						0	0	0
SHER POWERS Director	0 5 ..... 0	X						0	0	0
FRED PRASSAS Director	0 5 ..... 0	X						0	0	0
LYNETTE PRAYTOR Director	0 5 ..... 0	X						0	0	0
MARIE PRESTI Director	0 5 ..... 0	X						0	0	0
KIM PRICE Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ADRAINNE PRINCE Director	0 5 ..... 0	X						0	0	0
DEBORAH PRODEHL Director	0 5 ..... 0	X						0	0	0
MARION PROFFITT Director	0 5 ..... 0	X						0	0	0
SIDNEY PUGH Director	0 5 ..... 0	X						0	0	0
JEANNE RADSICK Director	0 5 ..... 0	X						0	0	0
CRAIG RAGG Director	0 5 ..... 0	X						0	0	0
CHAILLE RALPH Director	0 5 ..... 0	X						0	0	0
JUDY RAMELLA Director	0 5 ..... 0	X						0	0	0
TOM RAU Director	0 5 ..... 0	X						0	0	0
BILL RAWLINGS Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DEBBIE RAWLS Director	0 5 ..... 0	X						0	0	0
CHARLEY RAY Director	0 5 ..... 0	X						0	0	0
CHRIS READ Director	0 5 ..... 0	X						0	0	0
SULINDA READY Director	0 5 ..... 0	X						0	0	0
STEVEN REDMOND Director	0 5 ..... 0	X						0	0	0
CHRIS REESE Director	0 5 ..... 0	X						0	0	0
ROBERT REFFKIN Director	0 5 ..... 0	X						0	0	0
CURT REICHSTETTER Director	0 5 ..... 0	X						0	0	0
DONNA REID Director	0 5 ..... 0	X						0	0	0
ELLEN RENISH Director	0 5 ..... 0	X						0	0	0



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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
GAIL RENULFI Director	0 5 ..... 0	X						0	0	0
LIZA REYES Director	0 5 ..... 0	X						0	0	0
CHRISTINE RICHARDSON Director	0 5 ..... 0	X						0	0	0
J D RINEHART Director	0 5 ..... 0	X						0	0	0
MATTHEW RITCHIE Director	0 5 ..... 0	X						0	0	0
LISA RITTER Director	0 5 ..... 0	X						0	0	0
IDIS RIVERA Director	0 5 ..... 0	X						0	0	0
VANESSA RIVERA-FLORES Director	0 5 ..... 0	X						0	0	0
CHERL ROANE Director	0 5 ..... 0	X						0	0	0
ELLIOTT ROBBINS Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARY ROBERTS Director	0 5 ..... 0	X						0	0	0
BONNIE ROBERTS-BURKE Director	0 5 ..... 0	X						0	0	0
KAREN ROBERTSON Director	0 5 ..... 0	X						0	0	0
KATHRYN ROBINSON Director	0 5 ..... 0	X						0	0	0
T DAVID ROGERS Director	0 5 ..... 0	X						0	0	0
GREGORY ROKEH Director	0 5 ..... 0	X						0	0	0
VICKI ROLLER Director	0 5 ..... 0	X						0	0	0
RICHARD ROSENTHAL Director	0 5 ..... 0	X						0	0	0
CHRIS ROST Director	0 5 ..... 0	X						0	0	0
M TERESA RUBIO-ACUNA Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PETER RUFFINI Director	05 ..... 0	X						0	0	0
ADAM RUIZ Director	05 ..... 0	X						0	0	0
MARY ALICE RUPPERT Director	05 ..... 0	X						0	0	0
LEIGH RUTLEDGE Director	05 ..... 0	X						0	0	0
TERRY RYAN Director	05 ..... 0	X						0	0	0
MARK SADEK Director	05 ..... 0	X						0	0	0
HANNE SAGALOWSKY Director	05 ..... 0	X						0	0	0
ERIC SAIN Director	05 ..... 0	X						0	0	0
JOHN SAMSON Director	05 ..... 0	X						0	0	0
CARL SAN MIGUEL Director	05 ..... 0	X						0	0	0

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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
CRAIG SANFORD Director	0 5 ..... 0	X						0	0	0
ANDREW SARNO Director	0 5 ..... 0	X						0	0	0
LEO SAUNDERS Director	0 5 ..... 0	X						0	0	0
SUSAN SAVAGE Director	0 5 ..... 0	X						0	0	0
PAULA SAVARD Director	0 5 ..... 0	X						0	0	0
DIANNE SCALZA Director	0 5 ..... 0	X						0	0	0
JANET SCAVO Director	0 5 ..... 0	X						0	0	0
PHILLIP SCHAEFER Director	0 5 ..... 0	X						0	0	0
SANDRA SCHEDE Director	0 5 ..... 0	X						0	0	0
JUSTIN SCHLEGEL Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHRISTIAN SCHLUETER Director	05 ..... 0	X						0	0	0
MICHAEL SCHMELZER Director	05 ..... 0	X						0	0	0
DAVID SCHMID Director	05 ..... 0	X						0	0	0
MICHAEL SCHOONOVER Director	05 ..... 0	X						0	0	0
BENJAMIN SCHROEDER Director	05 ..... 0	X						0	0	0
DON SCORDINO Director	05 ..... 0	X						0	0	0
J LENNOX SCOTT Director	05 ..... 0	X						0	0	0
KEVIN SEARS Director	05 ..... 0	X						0	0	0
JOSE SERRANO Director	05 ..... 0	X						0	0	0
SCOTT SETARO Director	05 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
VERONICA SEVA-GONZALEZ Director	0 5 ..... 0	X						0	0	0
CYNTHIA SHAFER Director	0 5 ..... 0	X						0	0	0
BARYALAI SHALIZI Director	0 5 ..... 0	X						0	0	0
BRIAN SHARPE Director	0 5 ..... 0	X						0	0	0
DIANAH SHAW Director	0 5 ..... 0	X						0	0	0
THOMAS SHELLY Director	0 5 ..... 0	X						0	0	0
CYNTHIA SHELTON Director	0 5 ..... 0	X						0	0	0
CORY SHEPARD Director	0 5 ..... 0	X						0	0	0
ANDREA SHERIDAN Director	0 5 ..... 0	X						0	0	0
KRYSTAL SHERRY Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
RANDAL SHINN Director	0 5 ..... 0	X						0	0	0
TODD SHIPMAN Director	0 5 ..... 0	X						0	0	0
ALEX SHNAYDER Director	0 5 ..... 0	X						0	0	0
MILTON SHOCKLEY Director	0 5 ..... 0	X						0	0	0
WILLIAM SHUGART Director	0 5 ..... 0	X						0	0	0
PRADEEP SHUKLA Director	0 5 ..... 0	X						0	0	0
KYLE SHULTS Director	0 5 ..... 0	X						0	0	0
MICHAEL SIBILIA Director	0 5 ..... 0	X						0	0	0
GLORIA SICILIANO Director	0 5 ..... 0	X						0	0	0
ANGELA SICOLI Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
VICTORIA SILVANO Director	0.5 ..... 0	X						0	0	0
MATT SILVER Director	0.5 ..... 0	X						0	0	0
THOMAS SIMPSON Director	0.5 ..... 0	X						0	0	0
CHANDRIKA SINGH Director	0.5 ..... 0	X						0	0	0
BRUCEANN SINGLETON Director	0.5 ..... 0	X						0	0	0
CHARLENE SINGLEY Director	0.5 ..... 0	X						0	0	0
JOSEPH SINNONA Director	0.5 ..... 0	X						0	0	0
MARK SIVEK Director	0.5 ..... 0	X						0	0	0
ERIK SJOWALL Director	0.5 ..... 0	X						0	0	0
THOMAS SKIFFINGTON Director	0.5 ..... 0	X						0	0	0



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		Individual trustee or director	Instructional Trustee	Officer	Key employee	Highest compensated employee	Former			
DANAI SKY Director	0 5 ..... 0	X						0	0	0
JOHN SLIVON Director	0 5 ..... 0	X						0	0	0
CHRIS SLOAN Director	0 5 ..... 0	X						0	0	0
MICHELE SLOAN-MULFORD Director	0 5 ..... 0	X						0	0	0
LAURA SLYMAN Director	0 5 ..... 0	X						0	0	0
JAMES SMITH Director	0 5 ..... 0	X						0	0	0
SONYA SMITHING Director	0 5 ..... 0	X						0	0	0
AL SNYDER Director	0 5 ..... 0	X						0	0	0
MARCIA SOLBERG Director	0 5 ..... 0	X						0	0	0
NICHOLAS SOLIS Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SUSAN LYNNE SOMMERS Director	0 5 ..... 0	X						0	0	0
KATHRYN SOTELO Director	0 5 ..... 0	X						0	0	0
SALLY SPARKS Director	0 5 ..... 0	X						0	0	0
PETER SPARR Director	0 5 ..... 0	X						0	0	0
DEREK SPRAGUE Director	0 5 ..... 0	X						0	0	0
GINGER SREENAN Director	0 5 ..... 0	X						0	0	0
LINDA ST PETER Director	0 5 ..... 0	X						0	0	0
NANCY STARCZYK Director	0 5 ..... 0	X						0	0	0
JEAN STEFANIAK Director	0 5 ..... 0	X						0	0	0
JOHN STEFFEY Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JERAMY STEPHENS Director	0 5 ..... 0	X						0	0	0
JO ANN STEVENS Director	0 5 ..... 0	X						0	0	0
JENNIFER STEVENSON Director	0 5 ..... 0	X						0	0	0
JOE STEWART Director	0 5 ..... 0	X						0	0	0
SUE STINSON-TURNER Director	0 5 ..... 0	X						0	0	0
MICHAEL STOFFEL Director	0 5 ..... 0	X						0	0	0
JAMES STOFKO Director	0 5 ..... 0	X						0	0	0
SARAH STOVALL Director	0 5 ..... 0	X						0	0	0
ANDREW STREETT Director	0 5 ..... 0	X						0	0	0
STEVEN STRODE Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHERYL STUCKWISH Director	05 ..... 0	X						0	0	0
BARB SUKKAU Director	05 ..... 0	X						0	0	0
TAMARA SUMINSKI Director	05 ..... 0	X						0	0	0
CHRISTOPHER SURANNA Director	05 ..... 0	X						0	0	0
SALLY SUSLAK Director	05 ..... 0	X						0	0	0
PETER SVEUM Director	05 ..... 0	X						0	0	0
KELAMAR SVOBODA Director	05 ..... 0	X						0	0	0
DERRICK SWAAK Director	05 ..... 0	X						0	0	0
SUSAN SWINK Director	05 ..... 0	X						0	0	0
FRANCIS SYMONS Director	05 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ZSOLT SZERENCSES Director	0 5 ..... 0	X						0	0	0
BETTY TAISCH Director	0 5 ..... 0	X						0	0	0
ANGIE TALLANT Director	1 0 0 5 ..... 0	X						0	0	0
SETH TASK Director	0 5 ..... 0	X						0	0	0
RITA TAYENAKA Director	0 5 ..... 0	X						0	0	0
ANDREW TERRELL Director	0 5 ..... 0	X						0	0	0
PAMELA TESTROET Director	0 5 ..... 0	X						0	0	0
MICHAEL THEO Director	0 5 ..... 0	X						0	0	0
SIDNEY THOM Director	0 5 ..... 0	X						0	0	0
RANDALL THOMAS Director	0 5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
BRIAN THOMPSON Director	0.5 ..... 0	X						0	0	0
REBECCA THOMSON Director	0.5 ..... 0	X						0	0	0
ROBERT G THORNBURGH Director	0.5 ..... 0	X						0	0	0
ANN THROCKMORTON Director	0.5 ..... 0	X						0	0	0
HAL TILLMAN Director	0.5 ..... 0	X						0	0	0
DAVID TINA Director	0.5 ..... 0	X						0	0	0
MERRY TOBIN Director	0.5 ..... 0	X						0	0	0
CLARK TOOLE Director	0.5 ..... 0	X						0	0	0
JACK TORZA Director	0.5 ..... 0	X						0	0	0
TERRY TREMAINE Director	0.5 ..... 0	X						0	0	0

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		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CATHY TREVINO Director	0 5 ..... 0	X						0	0	0
LINDA TREVOR Director	0 5 ..... 0	X						0	0	0
BARBARA TRUMBULL Director	0 5 ..... 0	X						0	0	0
KIM TUCKER Director	0 5 ..... 0	X						0	0	0
BOB TURNER Director	0 5 ..... 0	X						0	0	0
DUANE UHLIR Director	0 5 ..... 0	X						0	0	0
WESLEY ULLOA Director	0 5 ..... 0	X						0	0	0
TODD UMBENHAUER Director	0 5 ..... 0	X						0	0	0
BARRETT UPCHURCH Director	0 5 ..... 0	X						0	0	0
VERZHINE UZUNYAN Director	0 5 ..... 0	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
TANYA VAN BLAKE-COLEMAN Director	0 5 ..... 0	X						0	0	0
CHARLOTTE VANDERWAAG Director	0 5 ..... 0	X						0	0	0
REBECCA VANDORN Director	0 5 ..... 0	X						0	0	0
LINDA VAUGHAN Director	0 5 ..... 0	X						0	0	0
MADELINE VEISSI Director	0 5 ..... 0	X						0	0	0
MICHAEL G VERDONE Director	0 5 ..... 0	X						0	0	0
DEVON VIEHMAN Director	0 5 ..... 0	X						0	0	0
DANNY WM VIGIL Director	0 5 ..... 0	X						0	0	0
RICK VIOLETT Director	0 5 ..... 0	X						0	0	0
RON WAKEFIELD Director	0 5 ..... 0	X						0	0	0



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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
STEPHANIE WALKER Director	05 ..... 0	X						0	0	0
KITTY WALLACE Director	05 ..... 0	X						0	0	0
SARA WALSH Director	05 ..... 0	X						0	0	0
FURHAD WAQUAD Director	05 ..... 0	X						0	0	0
SARAH WARE Director	05 ..... 0	X						0	0	0
DUANE WASHKOWIAK Director	05 ..... 0	X						0	0	0
ADAM WATKINS Director	05 ..... 0	X						0	0	0
CHIP WATTS Director	05 ..... 0	X						0	0	0
JENNIFER WAUHOB Director	05 ..... 0	X						0	0	0
JEANNETTE WAY Director	05 ..... 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			
LISA WEAVER Director	0 5 ..... 0	X						0	0	0
JAMES WEICHERT Director	0 5 ..... 0	X						0	0	0
DEBORA WEIDMAN-PHILLIPS Director	0 5 ..... 0	X						0	0	0
NESTOR WEIGAND Director	0 5 ..... 0	X						0	0	0
MARIA WELLS Director	0 5 ..... 0	X						0	0	0
JEFFREY WELSH Director	0 5 ..... 0	X						0	0	0
SCOTT WENDL Director	0 5 ..... 0	X						0	0	0
THOMAS WHATLEY Director	0 5 ..... 0	X						0	0	0
MARGO WHEELER Director	0 5 ..... 0	X						0	0	0
SCOTT WHITE Director	0 5 ..... 0	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MERLE WHITEHEAD Director	0 ..... 5	X						0	0	0
ALASANDRA WHITLEY Director	0 ..... 5	X						0	0	0
THOMAS WIENER Director	0 ..... 5	X						0	0	0
FARRAH WILDER Director	0 ..... 5	X						0	0	0
DONALD WILKERSON Director	0 ..... 5	X						0	0	0
DELORA WILKINSON Director	0 ..... 5	X						0	0	0
PATRICE WILLETTS Director	0 ..... 5	X						0	0	0
MARY EDNA WILLIAMS Director	0 ..... 5	X						0	0	0
GINNY WILLIS Director	0 ..... 5	X						0	0	0
DAVID WILSON Director	0 ..... 5	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			
NANETTE WIMMERS Director	0 5 ..... 0	X						0	0	0
JOHN WINTHER Director	0 5 ..... 0	X						0	0	0
DAVID WLUKA Director	0 5 ..... 0	X						0	0	0
JENNIFER WOLLMANN Director	0 5 ..... 0	X						0	0	0
JOHN WONG Director	0 5 ..... 0	X						0	0	0
EDWARD WOOD Director	0 5 ..... 0	X						0	0	0
TODD WOODBURN Director	0 5 ..... 0	X						0	0	0
JACK WOODCOCK Director	0 5 ..... 0	X						0	0	0
MARK WOODROOF Director	0 5 ..... 0	X						0	0	0
EDMUND WOODS Director	0 5 ..... 0	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ROBERT WOODUL Director	0.5 ..... 0	X						0	0	0
WAYNE WOODYARD Director	0.5 ..... 0	X						0	0	0
CURTIS WRIGHT Director	0.5 ..... 0	X						0	0	0
AVIS WUKASCH Director	0.5 ..... 0	X						0	0	0
THERESE WUNDERLICH Director	0.5 ..... 0	X						0	0	0
DOYLE YATES Director	0.5 ..... 0	X						0	0	0
LEIGH YORK Director	0.5 ..... 0	X						0	0	0
SUZANNE YOST Director	0.5 ..... 0	X						0	0	0
SHAUNETTE YOUNG Director	0.5 ..... 0	X						0	0	0
DEBBIE ZALEWSKI Director	0.5 ..... 0	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHRISTIAN ZARIF Director	0 5 ..... 0	X						0	0	0
BEAU ZEBLEY Director	0 5 ..... 0	X						0	0	0
JUDY ZEIGLER Director	0 5 ..... 0	X						0	0	0
JOANNE ZETTL Director	0 5 ..... 0	X						0	0	0
PAT ZIGGY ZICARELLI Director	0 5 ..... 0	X						0	0	0
CHRISTOPHER ZOLLER Director	0 5 ..... 0	X						0	0	0
MYRA ZOLLINGER Director	0 5 ..... 0	X						0	0	0
RENEE ZURLO Director	0 5 ..... 0	X						0	0	0
BOB GOLDBERG CEO	50 0 ..... 1 5			X				1,926,018	0	42,214
JOHN PIERPOINT CHIEF FINANCIAL OFFICER	35 0 ..... 8 0			X				556,812	0	42,214



**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](http://www.irs.gov/Form990) for instructions and the latest information.

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**2018**  
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**If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then**  
 ● Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C  
 ● Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B  
 ● Section 527 organizations Complete Part I-A only  
**If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then**  
 ● Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B  
 ● Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A  
**If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then**  
 ● Section 501(c)(4), (5), or (6) organizations Complete Part III

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

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

**1** Provide a description of the organization's direct and indirect political campaign activities in Part IV (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 ▶ \$ \_\_\_\_\_ 0

**2** Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ \_\_\_\_\_ 0

**3** Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$ \_\_\_\_\_ 0

**4** Did the filing organization file **Form 1120-POL** for this year?  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) NAR FUND	430 N MICHIGAN CHICAGO, IL 60611	26-1725187	0	10,219,437
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

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

- g** Grassroots nontaxable amount (enter 25% of line 1f)
- h** Subtract line 1g from line 1a If zero or less, enter -0-
- i** Subtract line 1f from line 1c If zero or less, enter -0-
- j** If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?

Yes  No

**4-Year Averaging Period Under section 501(h)**

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

**Lobbying Expenditures During 4-Year Averaging Period**

Calendar year (or fiscal year beginning in)	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) Total
<b>2a</b> Lobbying nontaxable amount					
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					
<b>c</b> Total lobbying expenditures					
<b>d</b> Grassroots nontaxable amount					
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					
<b>f</b> 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
<b>1</b> 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			
<b>a</b> Volunteers?			
<b>b</b> Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
<b>c</b> Media advertisements?			
<b>d</b> Mailings to members, legislators, or the public?			
<b>e</b> Publications, or published or broadcast statements?			
<b>f</b> Grants to other organizations for lobbying purposes?			
<b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body?			
<b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
<b>i</b> Other activities?			
<b>j</b> Total Add lines 1c through 1i			
<b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
<b>b</b> If "Yes," enter the amount of any tax incurred under section 4912			
<b>c</b> If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
<b>d</b> 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
<b>1</b> Were substantially all (90% or more) dues received nondeductible by members?		
<b>2</b> Did the organization make only in-house lobbying expenditures of \$2,000 or less?		
<b>3</b> Did the organization agree to carry over lobbying and political expenditures from the prior year?	Yes	

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

<b>1</b> Dues, assessments and similar amounts from members	<b>1</b>	214,324,680
<b>2</b> Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
<b>a</b> Current year	<b>2a</b>	72,711,119
<b>b</b> Carryover from last year	<b>2b</b>	-19,659,682
<b>c</b> Total	<b>2c</b>	53,051,437
<b>3</b> Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	<b>3</b>	71,412,983
<b>4</b> 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?	<b>4</b>	
<b>5</b> Taxable amount of lobbying and political expenditures (see instructions)	<b>5</b>	-18,361,546

**Part IV Supplemental Information**

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

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

**SCHEDULE D**  
(Form 990)  
  
Department of the Treasury  
Internal Revenue Service

# Supplemental Financial Statements

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.  
▶ Attach to Form 990.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No 1545-0047  
**2018**  
**Open to Public Inspection**

**Name of the organization**  
National Association of Realtors

**Employer identification number**  
36-1520690

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

	(a) Donor advised funds	(b) Funds and other accounts
<b>1</b> Total number at end of year		
<b>2</b> Aggregate value of contributions to (during year)		
<b>3</b> Aggregate value of grants from (during year)		
<b>4</b> Aggregate value at end of year		
<b>5</b> Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>6</b> Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

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

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

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

**4** Number of states where property subject to conservation easement is located ▶ \_\_\_\_\_

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Part IV Escrow and Custodial Arrangements.**

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
<b>1a</b> Beginning of year balance . . . . .	73,467,446	73,467,446	100,922,804	80,259,399	66,031,387
<b>b</b> Contributions . . . . .	2,936,418		1,959,359	20,663,405	14,228,012
<b>c</b> Net investment earnings, gains, and losses					
<b>d</b> Grants or scholarships . . . . .					
<b>e</b> Other expenditures for facilities and programs . . . . .			29,414,717		
<b>f</b> Administrative expenses . . . . .					
<b>g</b> End of year balance . . . . .	76,403,864	73,467,446	73,467,446	100,922,804	80,259,399

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

**Part VI Land, Buildings, and Equipment.**

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
<b>1a</b> Land . . . . .		19,212,876		19,212,876
<b>b</b> Buildings . . . . .		87,103,182	54,698,117	32,405,065
<b>c</b> Leasehold improvements				
<b>d</b> Equipment . . . . .		54,591,292	48,260,776	6,330,516
<b>e</b> Other . . . . .		7,466,585		7,466,585
<b>Total.</b> Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				65,415,042

**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)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 12 )		

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

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) INVST - NARBAC	190,158,635	C
(2) INVST - REALTORS INFO NETWORK	11,241,329	C
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 13 )	201,399,964	

**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)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 15 )	

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

(a) Description of liability	(b) Book value
(1) Federal income taxes	
Deferred Compensation	2,971,982
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 25 )	2,971,982

**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.

<b>1</b>	Total revenue, gains, and other support per audited financial statements . . . . .		<b>1</b>	
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
<b>a</b>	Net unrealized gains (losses) on investments . . . . .	<b>2a</b>		
<b>b</b>	Donated services and use of facilities . . . . .	<b>2b</b>		
<b>c</b>	Recoveries of prior year grants . . . . .	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII ) . . . . .	<b>2d</b>		
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .		<b>2e</b>	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .		<b>3</b>	
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIII ) . . . . .	<b>4b</b>		
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .		<b>4c</b>	
<b>5</b>	Total revenue Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12 ) . . . . .		<b>5</b>	

**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.

<b>1</b>	Total expenses and losses per audited financial statements . . . . .		<b>1</b>	
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25			
<b>a</b>	Donated services and use of facilities . . . . .	<b>2a</b>		
<b>b</b>	Prior year adjustments . . . . .	<b>2b</b>		
<b>c</b>	Other losses . . . . .	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII ) . . . . .	<b>2d</b>		
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .		<b>2e</b>	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .		<b>3</b>	
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIII ) . . . . .	<b>4b</b>		
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .		<b>4c</b>	
<b>5</b>	Total expenses Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18 ) . . . . .		<b>5</b>	

**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	



## Additional Data

**Software ID:** 18007697

**Software Version:** 2018v3.1

**EIN:** 36-1520690

**Name:** National Association of Realtors

## Supplemental Information

Return Reference	Explanation
Schedule D, Part V, Line 4 Intended uses of endowment funds	The amounts in the quasi-endowment are unrestricted net assets designated for special purposes and activities as authorized by the Board of Directors. As of December 31, 2018, this amount includes monies for budgeted core reserves, REALTOR Party carryover funds and consumer advertising campaign funds.



## Supplemental Information

Return Reference	Explanation
Schedule D, Part X, Line 2 FIN 48 (ASC 740) footnote	<p>The Association and its consolidated and combined entities follow guidance issued by the FASB with respect to accounting for uncertainty in income taxes. A tax position is recognized as a benefit only if it is "more likely than not" that the tax position would be sustained in a tax examination, with a tax examination being presumed to occur. The amount recognized is the largest amount of tax benefit that is greater than 50% likely of being realized on examination. For tax positions not meeting the "more likely than not" test, no tax benefit is recorded. The Association recognizes interest and penalties related to unrecognized tax benefits in interest and income tax expense, respectively. The Association has no amounts accrued for interest or penalties as of December 31, 2018 and 2017.</p>

**SCHEDULE F  
(Form 990)**  
  
Department of the Treasury  
Internal Revenue Service

# Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.  
▶ Attach to Form 990.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No 1545-0047  
**2018**  
**Open to Public Inspection**

Name of the organization  
National Association of Realtors

**Employer identification number**  
36-1520690

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e.g., fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
See Add'l Data					
<b>3a</b> Sub-total	0	0			2,860,956
<b>b</b> Total from continuation sheets to Part I					22,393
<b>c Totals</b> (add lines 3a and 3b)	0	0			2,883,349

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

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

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



**Part 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).

ReturnReference	Explanation

## Additional Data

**Software ID:** 18007697

**Software Version:** 2018v3.1

**EIN:** 36-1520690

**Name:** National Association of Realtors

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
Central America and the Caribbean	0	0	Investments	PASSIVE INVESTMENTS	2,323,230
Europe (Including Iceland and Greenland)	0	0	Program Services	NAR REPRESENTATION AT AND PARTICIPATION IN MIPIM INTERNATIONAL COMMERCIAL REAL ESTATE EXPO IN FRANCE	386,729

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
East Asia and the Pacific	0	0	Program Services	CIREA CONFERENCE IN CHINA	28,674
South Asia	0	0	Program Services	FIABCI WORLD CONGRESS TO REPRESENT NAR IN DUBAI	13,965



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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
Europe (Including Iceland and Greenland)	0	0	Program Services	IMOCIONATE ANNUAL BILATERAL PARTNER EVENT IN SPAIN	20,503
East Asia and the Pacific	0	0	Program Services	NAR PARTICIPATION IN INTERNATIONAL REALTOR CONFERENCE IN VIETNAM	21,370

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
Europe (Including Iceland and Greenland)	0	0	Program Services	NAR PARTICIPATION IN ANNUAL GATHERING OF FRENCH AND OTHER GLOBAL REAL ESTATE PROFESSIONALS	8,327
Europe (Including Iceland and Greenland)	0	0	Program Services	NAR REPRESENTATION AND PARTICIPATION IN SIOR MEETING IN POLAND	3,249

**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	0	0	Program Services	CAPELI MEETING WITH PARTNERS IN PARAGUAY	9,346
East Asia and the Pacific	0	0	Program Services	MALAYSIAN CONFERNECE PARTNER VISIT	7,994

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
North America (Canada & Mexico only)	0	0	Program Services	GATHERING OF CANADIAN REALTORS AND EXECUTIVES	8,711
Europe (Including Iceland and Greenland)	0	0	Program Services	MEETING WITH OFFICIALS AND CONFERENCES IN BELARUS	5,587

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
Central America and the Caribbean	0	0	Program Services	CILA MEETING IN COSTA RICA	6,501
North America (Canada & Mexico only)	0	0	Program Services	AMPI ANNUAL GATHERING OF REAL ESTATE PROFESSIONALS AND CONFERENCES IN MEXICO	4,050

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
East Asia and the Pacific	0	0	Program Services	FIABCI WINTER MEETING IN JAKARTA	5,780
South America	0	0	Program Services	WOMEN IN REAL ESTATE CONFERENCE IN BRAZIL	6,940

**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	0	0	Program Services	REMAX CONFERENCE IN ARGENTINA	3,932
East Asia and the Pacific	0	0	Program Services	CREBA AND PAREB DEVELOPMENT WORK IN PHILLIPINES	3,701

**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	0	0	Program Services	FEDELONJAS CONGRESS IN COLOMBIA	2,877
North America (Canada & Mexico only)	0	0	Program Services	RES FALL MEETING IN CANADA	2,533



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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
Central America and the Caribbean	0	0	Program Services	AOR BOARD MEETING IN HONDURAS	2,500
North America (Canada & Mexico only)	0	0	Program Services	AMPI INAUGURATION OF PRESIDENT IN MEXICO	2,489

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
Central America and the Caribbean	0	0	Program Services	RAJ EXPO IN JAMAICA	1,964
Central America and the Caribbean	0	0	Program Services	PARNTER MEETING IN BELIZE	1,766

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
Central America and the Caribbean	0	0	Program Services	CENTRAL AMERICA REAL ESTATE AND INVESTMENT CONFERENCE IN PANAMA	631

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

2018

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 National Association of Realtors

Employer identification number 36-1520690

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance...
2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

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

Table with 8 columns: (a) Name and address of organization or government, (b) EIN, (c) IRC section (if applicable), (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation (book, FMV, appraisal, other), (g) Description of non-cash assistance, (h) Purpose of grant or assistance. Rows 1-12.

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 6
3 Enter total number of other organizations listed in the line 1 table 0

**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)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

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

## Additional Data

**Software ID:** 18007697  
**Software Version:** 2018v3.1  
**EIN:** 36-1520690  
**Name:** National Association of Realtors

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

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
REALTOR RELIEF FOUNDATON 430 N MICHIGAN AVE CHICAGO, IL 60611	36-4468109	501(C)3	390,000		N/A	N/A	HOUSING ASSISTANCE
NATIONAL COMMUNITY REINVESTMENT COALITION 740 15TH ST SUITE 400 WASHINGTON, DC 20005	52-1766126	501(C)3	12,500		N/A	N/A	COMMUNITY & HOUSING ASSISTANCE

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

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
NATIONAL HOUSING CONFERENCE 1900 M ST NW SUITE 550 WASHINGTON, DC 20036	53-0208180	501(C)3	10,000		N/A	N/A	HOUSING ASSISTANCE
FRIENDS OF BOSTON HOMELESS INC 12 WISE ST BOSTON, MA 02130	22-2866770	501(C)3	5,000		N/A	N/A	COMMUNITY ASSISTANCE

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

<b>(a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section if applicable	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Purpose of grant or assistance
NEW ENGLAND HOME FOR VETERANS 17 COURT ST BOSTON, MA 02108	04-3007211	501(C)3	5,000		N/A	N/A	COMMUNITY ASSISTANCE
ST FRANCIS HOUSE 39 BOYLSTON ST BOSTON, MA 02116	22-2519129	501(C)3	5,000		N/A	N/A	COMMUNITY ASSISTANCE



**Schedule J**  
(Form 990)

Department of the Treasury  
Internal Revenue Service

## Compensation Information

**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](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No 1545-0047

# 2018

**Open to Public Inspection**

Name of the organization  
National Association of Realtors

Employer identification number  
36-1520690

**Part I Questions Regarding Compensation**

		Yes	No		
<p><b>1a</b> Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <input checked="" type="checkbox"/> First-class or charter travel  <input checked="" type="checkbox"/> Travel for companions  <input checked="" type="checkbox"/> Tax indemnification and gross-up payments  <input type="checkbox"/> Discretionary spending account                 </td> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> Housing allowance or residence for personal use  <input type="checkbox"/> Payments for business use of personal residence  <input checked="" type="checkbox"/> Health or social club dues or initiation fees  <input checked="" type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)                 </td> </tr> </table>	<input checked="" type="checkbox"/> First-class or charter travel <input checked="" type="checkbox"/> Travel for companions <input checked="" type="checkbox"/> Tax indemnification 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 checked="" type="checkbox"/> Health or social club dues or initiation fees <input checked="" type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)			
<input checked="" type="checkbox"/> First-class or charter travel <input checked="" type="checkbox"/> Travel for companions <input checked="" type="checkbox"/> Tax indemnification 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 checked="" type="checkbox"/> Health or social club dues or initiation fees <input checked="" type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)				
<p><b>b</b> If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain</p>	<b>1b</b>	Yes			
<p><b>2</b> Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?</p>	<b>2</b>	Yes			
<p><b>3</b> Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <input checked="" type="checkbox"/> Compensation committee  <input checked="" type="checkbox"/> Independent compensation consultant  <input type="checkbox"/> Form 990 of other organizations                 </td> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> Written employment contract  <input checked="" type="checkbox"/> Compensation survey or study  <input checked="" type="checkbox"/> Approval by the board or compensation committee                 </td> </tr> </table>	<input checked="" type="checkbox"/> Compensation committee <input checked="" type="checkbox"/> Independent compensation consultant <input type="checkbox"/> Form 990 of other organizations	<input type="checkbox"/> Written employment contract <input checked="" type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee			
<input checked="" type="checkbox"/> Compensation committee <input checked="" type="checkbox"/> Independent compensation consultant <input type="checkbox"/> Form 990 of other organizations	<input type="checkbox"/> Written employment contract <input checked="" type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee				
<p><b>4</b> During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:</p> <p><b>a</b> Receive a severance payment or change-of-control payment?</p> <p><b>b</b> Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p> <p><b>c</b> Participate in, or receive payment from, an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.</p>	<b>4a</b>		No		
	<b>4b</b>		No		
	<b>4c</b>		No		
<p><b>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</b></p> <p><b>5</b> For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:</p> <p><b>a</b> The organization?</p> <p><b>b</b> Any related organization?</p> <p>If "Yes," on line 5a or 5b, describe in Part III.</p>	<b>5a</b>				
	<b>5b</b>				
<p><b>6</b> For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:</p> <p><b>a</b> The organization?</p> <p><b>b</b> Any related organization?</p> <p>If "Yes," on line 6a or 6b, describe in Part III.</p>	<b>6a</b>				
	<b>6b</b>				
<p><b>7</b> 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.</p>	<b>7</b>				
<p><b>8</b> Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.</p>	<b>8</b>				
<p><b>9</b> If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p>	<b>9</b>				

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

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

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

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

**Part III Supplemental Information**

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

Return Reference	Explanation
Schedule J, Part II, Column (B)(ii) DALE STINTON	In 2018, NAR's outgoing CEO received a contractually agreed upon payment for the successful completion of many years of service as CEO. The amount represents retirement income earned over 36 years of service to the organization, deferred to and fully vested in 2018. This amount is included in the compensation reported in part VII of the Form 990 and in column (B)(iii) "other compensation" of Schedule J of the Form 990.

<b>Return Reference</b>	<b>Explanation</b>
Schedule J, Part II, Column (B)(ii) Matt Lombardi	During the 2017 tax year, Matthew Lombardi was considered a key employee of the National Association of Realtors. Mr. Lombardi has since changed roles within the organization and no longer meets the definition of a key employee. As such, Mr. Lombardi received calendar year 2018 compensation from the organization that was above the former key employee reporting threshold. As a result, Mr. Lombardi is reported on the 2018 tax return as a former key employee.

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

<b>Return Reference</b>	<b>Explanation</b>
Schedule J, Part I, Line 1a Travel for companions	OFFICERS WERE REIMBURSED FOR MINOR PERSONAL EXPENSES WHILE TRAVELING FOR BUSINESS PURPOSES THE REIMBURSEMENTS WERE TREATED AS TAXABLE COMPENSATION

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

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



<b>Return Reference</b>	<b>Explanation</b>
Schedule J, Part I, Line 1a Personal services	During 2018, NAR paid for tax services related to the preparation of the Former CEO's personal income tax return. NAR also paid for tax or legal services for certain Senior Vice Presidents of the organization. The related benefits were treated as taxable compensation to the recipients. Additionally during 2018, NAR reimbursed the President for housing related costs while traveling for company business.



**Additional Data**

**Software ID:** 18007697  
**Software Version:** 2018v3.1  
**EIN:** 36-1520690  
**Name:** National Association of Realtors

**Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
JOHN SMABY	(i)	0	0	350,657	0	0	350,657	0
President - Elect	(ii)	0	0	0	0	0	0	0
DALE STINTON	(i)	51,750	0	3,948,182	4,000	2,452	4,006,384	0
FORMER CEO	(ii)	0	0	0	0	0	0	0
BOB GOLDBERG	(i)	1,527,852	392,622	5,544	27,500	14,714	1,968,232	0
CEO	(ii)	0	0	0	0	0	0	0
JOHN PIERPOINT	(i)	390,322	162,878	3,612	27,500	14,714	599,026	0
CHIEF FINANCIAL OFFICER	(ii)	0	0	0	0	0	0	0
MATT LOMBARDI	(i)	286,626	47,878	290	27,500	14,714	377,008	0
Former KE - NATIONAL SALES DIRECTOR	(ii)	0	0	0	0	0	0	0
DONNA GLAND	(i)	269,089	148,500	3,612	27,500	14,714	463,415	0
SVP, TALENT DEVELOPMENT RESOURCES	(ii)	0	0	0	0	0	0	0
KATHERINE JOHNSON	(i)	444,946	202,878	2,709	27,500	14,714	692,747	0
GENERAL COUNSEL AND CHIEF MEMBER EXPERIENCE OFFICER	(ii)	0	0	0	0	0	0	0
BILL MALKASIAN	(i)	387,764	194,004	6,812	27,500	14,714	630,794	0
CHIEF ADVOCACY OFFICER	(ii)	0	0	0	0	0	0	0
MARK BIRSCHBACH	(i)	384,987	222,878	2,730	27,500	14,714	652,809	0
SVP, STRATEGIC BUSINESS INNOVATION AND TECHNOLOGY	(ii)	0	0	0	0	0	0	0
JERRY GIOVANELLO	(i)	501,551	83,205	5,838	27,500	14,714	632,808	0
SVP, CHIEF LOBBYIST	(ii)	0	0	0	0	0	0	0
MARC GOULD	(i)	311,225	137,878	3,003	27,500	14,714	494,320	0
SVP, MEMBERSHIP DEVELOPMENT	(ii)	0	0	0	0	0	0	0
MARK LESSWING	(i)	401,387	22,241	5,544	27,500	14,714	471,386	0
SVP, CHIEF TECHNOLOGY OFFICER	(ii)	0	0	0	0	0	0	0
LAWRENCE YUN	(i)	445,741	168,205	3,003	27,500	14,714	659,163	0
SVP, CHIEF ECONOMIST	(ii)	0	0	0	0	0	0	0

**Schedule L**  
(Form 990 or 990-EZ)

**Transactions with Interested Persons**

OMB No 1545-0047

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.**  
 ▶ **Attach to Form 990 or Form 990-EZ.**  
 ▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.**

**2018**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization National Association of Realtors	Employer identification number 67-1520690
--	--

**Part I Excess Benefit Transactions** (section 501(c)(3), section 501(c)(4), and 501(c)(29) organizations only)  
 Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

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

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

**Part II Loans to and/or From Interested Persons.**  
 Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26, or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

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

**Part III Grants or Assistance Benefiting Interested Persons.**  
 Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

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

**Part IV Business Transactions Involving Interested Persons.**

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

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) GREG STINTON	Family Member of Former Officer	111,402	NAR EMPLOYEE		No
(2) ASHLEY STINTON	Family Member of Former Officer	102,228	NAR EMPLOYEE		No

**Part V Supplemental Information**

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

Return Reference	Explanation

**SCHEDULE O**  
(Form 990 or 990-EZ)

**Supplemental Information to Form 990 or 990-EZ**

OMB No 1545-0047

**2018**

**Open to Public Inspection**

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](http://www.irs.gov/Form990) for the latest information.

Department of the Treasury

Name of the organization  
National Association of Realtors

Employer identification number

36-1520690

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
Form 990, Part VI, Line 15b PROCESS USED TO DETERMINE COMPENSATION	NAR USES AN OUTSIDE COMPENSATION CONSULTANT TO HELP DETERMINE THE COMPENSATION PACKAGES FOR THE ORGANIZATION'S SENIOR VICE PRESIDENTS (SVPS) AND KEY EMPLOYEES ONCE NAR'S INDEPENDENT COMPENSATION CONSULTANT PRESENTS THE SUGGESTED COMPENSATION PACKAGES FOR THE ORGANIZATION'S SVPS AND KEY EMPLOYEES, THEY ARE REVIEWED, MODIFIED AND APPROVED BY THE CEO THIS PROCESS WAS LAST UNDERTAKEN IN THE FOURTH QUARTER OF 2017 FOR THE 2018 COMPENSATION YEAR

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part VI, Line 6 Members or Stockholders	<p>Per the instructions to the Form 990, a member, as referred to in Part VI, Line 6, is defined as any person who has the right to</p> <ol style="list-style-type: none"><li>1 Elect the members of the governing body (but not if the members of the governing body are the organization's only members) or their delegates,</li><li>2 Approve or deny significant decisions of the governing body, or</li><li>3 Receive a share of the organization's profits or excess dues or a share of the organization's net assets upon the organization's dissolution</li></ol> <p>NAR's members do not possess the kinds of rights outlined above. As such, the organization has checked "no" to the respective questions in the Form 990, Part VI, Lines 6 through 7b</p>

**990 Schedule O, Supplemental Information**

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



**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part VI, Line 1a Delegate broad authority to a committee	The Leadership Team consists of the President, President-Elect, First Vice President, Treasurer, Immediate Past President, Vice President of Association Affairs, Vice President of Advocacy, and Chief Executive Officer. Voting members of the Leadership Team shall be the President, President-Elect, First Vice President, Treasurer, Immediate Past President, and the Vice President of Association Affairs and the Vice President of Advocacy. Except as to actions specifically stated in the Constitution or Bylaws or by law to require approval of or to be taken by the Board of Directors or Executive Committee, the Leadership Team shall all have the authority to act on behalf of the Board of Directors and Executive Committee to make policy and operational decisions for the Association between meetings of the Executive Committee and Board of Directors.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part VI, Line 2 Family/business relationships amongst interested persons	ROBERT GOLDBERG AND MARTIN EDWARDS - Business relationship, BILL BROWN AND KEVIN BROWN - Family relationship

**990 Schedule O, Supplemental Information**

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

**990 Schedule O, Supplemental Information**

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

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part VI, Line 15a Process to establish compensation of top management official	ON AN ANNUAL BASIS, THE ORGANIZATION'S CEO HAS A PERFORMANCE EVALUATION WHICH IS USED IN PART TO DETERMINE ANY CHANGES IN PAY (EX BONUSES AND MERIT INCREASES) THE DELIBERATIONS AND DECISION MAKING WITH RESPECT TO THE CEO'S COMPENSATION ARE DOCUMENTED ON A TIMELY BASIS BY THE COMPENSATION TEAM WHICH CONSISTS OF NAR'S CURRENT OFFICERS NAR USES AN OUTSIDE COMPENSATION CONSULTANT ON AN ANNUAL BASIS TO ASSIST IN DETERMINING THE COMPENSATION PACKAGE FOR THE CEO THE INFORMATION IS REVIEWED FOR REASONABLENESS, AND COMPARABILITY DATA IS USED TO HELP PREPARE THEIR REPORT THE PROCESS FOR DETERMINING THE COMPENSATION OF THE ORGANIZATION'S CEO WAS LAST UNDERTAKEN IN THE THIRD QUARTER OF 2017 ANY POTENTIAL OR ACTUAL CONFLICTS OF INTEREST ARE REVIEWED AND EVALUATED BY THE NAR LEGAL DEPARTMENT, FOLLOWED UP ON BY THE ASSOCIATION'S GENERAL COUNSEL, AND SHARED WITH NAR'S LEADERSHIP NAR'S LEADERSHIP DETERMINES THE APPROPRIATE STEPS NECESSARY TO ALLEVIATE, MONITOR, AND DEAL WITH CONFLICTS, SUCH AS RESTRICTING THE ACTIONS OF PERSONS WITH A CONFLICT BY PROHIBITING THEM FROM PARTICIPATING IN THE GOVERNING BODY'S DELIBERATIONS AND DECISIONS FOR A PARTICULAR TRANSACTION

**990 Schedule O, Supplemental Information**

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

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part VIII, Line 2f Other Program Service Revenue	OTHER PROGRAM SERVICE REVENUE - Total Revenue 4028315, Related or Exempt Function Revenue 4028315, Unrelated Business Revenue , Revenue Excluded from Tax Under Sections 512, 513 , or 514 ,

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part VIII, Line 11d Other Miscellaneous Revenue	MISCELLANEOUS REVENUE - Total Revenue 446986, Related or Exempt Function Revenue 416320, Unrelated Business Revenue 30666, Revenue Excluded from Tax Under Sections 512, 513, or 514 ,



# 990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part IX, Line 11g Other Fees	Consulting - Total Expense 57560346, Program Service Expense , Management and General Expenses , Fundraising Expenses ,

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
Form 990, Part XI, Line 9 Other changes in net assets or fund balances	CHANGE IN VALUE OF INVESTMENTS IN SUBSIDIARIES - 146836929, Change in Retirement Obligation - 4354000,

**SCHEDULE R  
(Form 990)**

**Related Organizations and Unrelated Partnerships**

OMB No 1545-0047

**2018**

**Open to Public  
Inspection**

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.**  
▶ **Attach to Form 990.**  
▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
National Association of Realtors

**Employer identification number**

36-1520690

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

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

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
(1) SENTRILOCK INTERNATIONAL LLC  7701 SERVICE CENTER DRIVE WEST CHESTER, OH 45069 37-1842307	Lockbox sales and support	OH	na	N/A								

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No
(1)REALTORS INFORMATION NETWORK INC  430 N MICHIGAN AVE CHICAGO, IL 60611 36-3981966	REAL ESTATE INFO	IL	NAR	C Corporation	2,000,192	11,443,172	100 %	Yes	
(2)NATL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES  430 N MICHIGAN AVE CHICAGO, IL 60611 20-3467306	REAL ESTATE INFO AND SERVICES	IL	NAR	C Corporation	64,612,371	239,686,380	100 %	Yes	

**Part V Transactions With Related Organizations** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

**Note.** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule

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

**2** If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

See Additional Data Table

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

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

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

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

**Part VII** **Supplemental Information**

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

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

Schedule Form 2016



## Additional Data

**Software ID:** 18007697  
**Software Version:** 2018v3.1  
**EIN:** 36-1520690  
**Name:** National Association of Realtors

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

	(a) Name of related organization	(b) Transaction type(a-s)	(c) Amount Involved	(d) Method of determining amount involved
(1)	NATIONAL ASSOCIATION OF REALTORS FUND	R	10,219,437	CASH
(1)	REALTORS INFORMATION NETWORK	L	205,762	CASH
(2)	REALTORS INFORMATION NETWORK	S	735,106	CASH
(3)	CENTER FOR SPECIALIZED REALTOR EDUCATION	A	143,867	CASH
(4)	CENTER FOR SPECIALIZED REALTOR EDUCATION	L	202,069	CASH
(5)	CENTER FOR SPECIALIZED REALTOR EDUCATION	S	3,008,434	CASH
(6)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	A	620,795	CASH
(7)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	L	323,762	CASH
(8)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	S	981,363	CASH
(9)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	S	25,845,985	ESTIMATED VALUE
(10)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	D	4,000,000	CASH
(11)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	B	20,300,000	CASH
(12)	NATIONAL ASSOCIATION OF REALTORS BUSINESS ACTIVITIES	D	739,000	CASH
(13)	REALTOR UNIVERSITY	L	204,000	ESTIMATED FAIR VALUE
(14)	CENTER FOR SPECIALIZED EDUCATION	C	50,000	CASH