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Form 990

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

The organization may have to use a copy of this return to satisfy state reporting requirements

For the 2007 calendar year, or tax year beginning and ending

Name of organization
Service Employees International Union
Local 925

Number and street (or P O box if mail is not delivered to street address)
3647 STONE WAY NORTH
City or town, state or country, and ZIP + 4
Seattle, WA 98103

Employer identification number
91-2126024

Website: www.seiu925.org

Organization type (check only)
[X] 501(c)(5) (insert no) 4947(a)(1) or 527

Gross receipts Add lines 6b, 8b, 9b, and 10b to line 12
7,238,407

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances

<table>
<thead>
<tr>
<th>Revenue, Expenses, and Changes in Net Assets or Fund Balances</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Contributions, gifts, grants, and similar amounts received</td>
</tr>
<tr>
<td>a. Contributions to donor advised funds</td>
</tr>
<tr>
<td>b. Direct public support (not included on line 1a)</td>
</tr>
<tr>
<td>c. Indirect public support (not included on line 1a)</td>
</tr>
<tr>
<td>d. Government contributions (grants) (not included on line 1a)</td>
</tr>
<tr>
<td>e. Total (add lines 1a through 1d) (cash $ noncash $)</td>
</tr>
<tr>
<td>2. Program service revenue including government fees and contracts (from Part VII, line 93)</td>
</tr>
<tr>
<td>3. Membership dues and assessments</td>
</tr>
<tr>
<td>4. Interest on savings and temporary cash investments</td>
</tr>
<tr>
<td>5. Dividends and interest from securities</td>
</tr>
<tr>
<td>6. Gross rents</td>
</tr>
<tr>
<td>a. Gross rentals</td>
</tr>
<tr>
<td>b. Less rental expenses</td>
</tr>
<tr>
<td>7. Net rental income or (loss) Subtract line 6b from line 6a</td>
</tr>
<tr>
<td>8. Other investment income (describe)</td>
</tr>
<tr>
<td>a. Gross amount from sales of assets other than inventory</td>
</tr>
<tr>
<td>b. Less cost or other basis and sales expenses</td>
</tr>
<tr>
<td>c. Gain or (loss) (attach schedule)</td>
</tr>
<tr>
<td>d. Net gain or (loss) Combine line 8c, columns (A) and (B)</td>
</tr>
<tr>
<td>9. Special events and activities (attach schedule) If any amount is from gaming, check here</td>
</tr>
<tr>
<td>a. Gross revenue (not including $ of contributions reported on line 1b)</td>
</tr>
<tr>
<td>b. Less direct expenses other than fundraising expenses</td>
</tr>
<tr>
<td>c. Net income or (loss) from special events Subtract line 9b from line 9a</td>
</tr>
<tr>
<td>10. Gross sales of inventory, less returns and allowances</td>
</tr>
<tr>
<td>a. Gross sales of inventory, less returns and allowances</td>
</tr>
<tr>
<td>b. Less cost of goods sold</td>
</tr>
<tr>
<td>c. Gross profit or (loss) from sales of inventory (attach schedule) Subtract line 10b from line 10a</td>
</tr>
<tr>
<td>11. Other revenue (from Part VII, line 103)</td>
</tr>
<tr>
<td>12. Total revenue Add lines 1e, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11</td>
</tr>
<tr>
<td>13. Program services (from line 44, column (B))</td>
</tr>
<tr>
<td>14. Management and general (from line 44, column (C))</td>
</tr>
<tr>
<td>15. Fundraising (from line 44, column (D))</td>
</tr>
<tr>
<td>16. Payments to affiliates (attach schedule)</td>
</tr>
<tr>
<td>17. Total expenses Add lines 16 and 44, column (A)</td>
</tr>
<tr>
<td>18. Excess or (deficit) for the year Subtract line 17 from line 12</td>
</tr>
<tr>
<td>19. Net assets of fund balances at beginning of year (from line 73, column (A))</td>
</tr>
<tr>
<td>20. Other changes in net assets of fund balances (attach explanation)</td>
</tr>
<tr>
<td>21. Net assets of fund balances at end of year Combine lines 18, 19, and 20</td>
</tr>
</tbody>
</table>

LHA For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.
### Service Employees International Union

**Local 925**

**91-2126024**

**Page 2**

#### Part II

**Statement of Functional Expenses**

All organizations must complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others.

<table>
<thead>
<tr>
<th>Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I.</th>
<th>(A) Total</th>
<th>(B) Program services</th>
<th>(C) Management and general</th>
<th>(D) Fundraising</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>22a</strong> Grants paid from donor advised funds (attach schedule)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(cash $_________ noncash $_________)</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>If this amount includes foreign grants, check here □</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>22b</strong> Other grants and allocations (attach schedule)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(cash $_________ noncash $_________)</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>If this amount includes foreign grants, check here □</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>23</strong> Specific assistance to individuals (attach schedule)</td>
<td>23</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>24</strong> Benefits paid to or for members (attach schedule)</td>
<td>24</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>25a</strong> Compensation of current officers, directors, key employees, etc. listed in Part V-A</td>
<td>25a</td>
<td>275,981</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>25b</strong> Compensation of former officers, directors, key employees, etc. listed in Part V-B</td>
<td>25b</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>25c</strong> Compensation and other distributions, not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)</td>
<td>25c</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>26</strong> Salaries and wages of employees not included on lines 25a, b, and c</td>
<td>26</td>
<td>1,877,985</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>27</strong> Pension plan contributions not included on lines 25a, b, and c</td>
<td>27</td>
<td>277,115</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>28</strong> Employee benefits not included on lines 25a - 27</td>
<td>28</td>
<td>420,373</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>29</strong> Payroll taxes</td>
<td>29</td>
<td>211,073</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>30</strong> Professional fundraising fees</td>
<td>30</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>31</strong> Accounting fees</td>
<td>31</td>
<td>13,915</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>32</strong> Legal fees</td>
<td>32</td>
<td>178,022</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>33</strong> Supplies</td>
<td>33</td>
<td>67,717</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>34</strong> Telephone</td>
<td>34</td>
<td>82,750</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>35</strong> Postage and shipping</td>
<td>35</td>
<td>20,388</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>36</strong> Occupancy</td>
<td>36</td>
<td>90,509</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>37</strong> Equipment rental and maintenance</td>
<td>37</td>
<td>27,015</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>38</strong> Printing and publications</td>
<td>38</td>
<td>51,464</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>39</strong> Travel</td>
<td>39</td>
<td>77,236</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>40</strong> Conferences, conventions, and meetings</td>
<td>40</td>
<td>158,822</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>41</strong> Interest</td>
<td>41</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>42</strong> Depreciation, depletion, etc. (attach schedule)</td>
<td>42</td>
<td>22,054</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>43</strong> Other expenses not covered above (itemize):</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>43a</strong> LEADERSHIP</td>
<td>43a</td>
<td>75,067</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>43b</strong> MISCELLANEOUS EXPENSES</td>
<td>43b</td>
<td>56,288</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>43c</strong> CONSULTANTS</td>
<td>43c</td>
<td>19,375</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>43d</strong> PER CAPITA</td>
<td>43d</td>
<td>2,027,127</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>43e</strong> LOBBYING EXPENSE</td>
<td>43e</td>
<td>25,781</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>43f</strong> MEMBER/FAMILY</td>
<td>43f</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>43g</strong> MOBILIZATION</td>
<td>43g</td>
<td>74,839</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>44</strong> Total functional expenses. Add lines 22a through 43g. Organizations completing columns (B)-(D), carry these totals to lines 13-15</td>
<td>44</td>
<td>6,130,896</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Joint Costs. Check □ if you are following SOP 98-2.**

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services? □ Yes X No

If "yes," enter (i) the aggregate amount of these joint costs $ N/A, (ii) the amount allocated to Program services $ N/A, (iii) the amount allocated to Management and general $ N/A, and (iv) the amount allocated to Fundraising $ N/A.
<table>
<thead>
<tr>
<th>a</th>
<th>THE UNION REPRESENTS 11,150 MEMBERS IN CONTRACT NEGOTIATIONS, GRIEVANCES AND OTHER WORKPLACE ISSUES THAT ARISE BETWEEN THE UNION’S MEMBERSHIP AND THEIR RESPECTIVE EMPLOYERS. IN 2006, SEIU LOCAL #9288, VANCOUVER, WA DISTRICT WAS COMBINED WITH LOCAL 925.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Grants and allocations $)</td>
<td>If this amount includes foreign grants, check here □</td>
</tr>
<tr>
<td>b</td>
<td></td>
</tr>
<tr>
<td>(Grants and allocations $)</td>
<td>If this amount includes foreign grants, check here □</td>
</tr>
<tr>
<td>c</td>
<td></td>
</tr>
<tr>
<td>(Grants and allocations $)</td>
<td>If this amount includes foreign grants, check here □</td>
</tr>
<tr>
<td>d</td>
<td></td>
</tr>
<tr>
<td>(Grants and allocations $)</td>
<td>If this amount includes foreign grants, check here □</td>
</tr>
<tr>
<td>e</td>
<td>Other program services (attach schedule)</td>
</tr>
<tr>
<td>(Grants and allocations $)</td>
<td>If this amount includes foreign grants, check here □</td>
</tr>
<tr>
<td>f</td>
<td>Total of Program Service Expenses (should equal line 44, column (B), Program services) □</td>
</tr>
</tbody>
</table>
### Part IV Balance Sheets (See the instructions.)

Note: Where required, attached schedules and amounts within the description column should be for end-of-year amounts only.

<table>
<thead>
<tr>
<th></th>
<th>(A) Beginning of year</th>
<th>(B) End of year</th>
</tr>
</thead>
<tbody>
<tr>
<td>45</td>
<td>Cash - non-interest-bearing</td>
<td>120,742.</td>
</tr>
<tr>
<td>46</td>
<td>Savings and temporary cash investments</td>
<td>1,332,059.</td>
</tr>
</tbody>
</table>

#### Assets

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>47a</td>
<td>Accounts receivable</td>
</tr>
<tr>
<td>47b</td>
<td>Less allowance for doubtful accounts</td>
</tr>
<tr>
<td>48a</td>
<td>Pledges receivable</td>
</tr>
<tr>
<td>48b</td>
<td>Less allowance for doubtful accounts</td>
</tr>
<tr>
<td>49</td>
<td>Grants receivable</td>
</tr>
<tr>
<td>50a</td>
<td>Receivables from current and former officers, directors, trustees, and key employees</td>
</tr>
<tr>
<td>50b</td>
<td>Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)</td>
</tr>
<tr>
<td>51a</td>
<td>Other notes and loans receivable</td>
</tr>
<tr>
<td>51b</td>
<td>Less allowance for doubtful accounts</td>
</tr>
<tr>
<td>52</td>
<td>Inventories for sale or use</td>
</tr>
<tr>
<td>53</td>
<td>Prepaid expenses and deferred charges</td>
</tr>
<tr>
<td>54a</td>
<td>Investments - publicly-traded securities</td>
</tr>
<tr>
<td>54b</td>
<td>Investments - other securities</td>
</tr>
<tr>
<td>55a</td>
<td>Investments - land, buildings, and equipment: basis</td>
</tr>
<tr>
<td>55b</td>
<td>Less accumulated depreciation</td>
</tr>
<tr>
<td>56</td>
<td>Investments - other</td>
</tr>
<tr>
<td>57a</td>
<td>Land, buildings, and equipment: basis</td>
</tr>
<tr>
<td>57b</td>
<td>Less: accumulated depreciation</td>
</tr>
<tr>
<td>58</td>
<td>Other assets, including program-related investments</td>
</tr>
<tr>
<td>59</td>
<td>Total assets (must equal line 74). Add lines 45 through 58</td>
</tr>
</tbody>
</table>

#### Liabilities

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>60</td>
<td>Accounts payable and accrued expenses</td>
</tr>
<tr>
<td>61</td>
<td>Grants payable</td>
</tr>
<tr>
<td>62</td>
<td>Deferred revenue</td>
</tr>
<tr>
<td>63</td>
<td>Loans from officers, directors, trustees, and key employees</td>
</tr>
<tr>
<td>64a</td>
<td>Tax-exempt bond liabilities</td>
</tr>
<tr>
<td>65</td>
<td>Other liabilities (describe ▶ LINE OF CREDIT)</td>
</tr>
<tr>
<td>66</td>
<td>Total liabilities. Add lines 60 through 65</td>
</tr>
</tbody>
</table>

#### Organizations that follow SFAS 117, check here ▶ X and complete lines 67 through 69 and lines 73 and 74.

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>67</td>
<td>Unrestricted</td>
</tr>
<tr>
<td>68</td>
<td>Temporarily restricted</td>
</tr>
<tr>
<td>69</td>
<td>Permanently restricted</td>
</tr>
</tbody>
</table>

#### Organizations that do not follow SFAS 117, check here ▶ □ and complete lines 70 through 74.

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>70</td>
<td>Capital stock, trust principal, or current funds</td>
</tr>
<tr>
<td>71</td>
<td>Paid-in or capital surplus, or land, building, and equipment fund</td>
</tr>
<tr>
<td>72</td>
<td>Retained earnings, endowment, accumulated income, or other funds</td>
</tr>
<tr>
<td>73</td>
<td>Total net assets or fund balances. Add lines 67 through 69 or lines 70 through 72 (Column (A) must equal line 19 and column (B) must equal line 21)</td>
</tr>
<tr>
<td>74</td>
<td>Total liabilities and net assets/fund balances. Add lines 66 and 73</td>
</tr>
</tbody>
</table>

Form 990 (2007)
Part IV-A Reconciliation of Revenue per Audited Financial Statements With Revenue per Return (See the instructions.)

a. Total revenue, gains, and other support per audited financial statements
   7,238,407.00

b. Amounts included on line a but not on Part I, line 12:
   0.00

  1. Net unrealized gains on investments
  2. Donated services and use of facilities
  3. Recoveries of prior year grants
  4. Other (specify):

   b1
   b2
   b3
   b4

   Subtract line b from line a
   0.00

Part IV-B Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

a. Total expenses and losses per audited financial statements
   6,130,896.00

b. Amounts included on line a but not on Part I, line 17:
   0.00

   1. Donated services and use of facilities
   2. Prior year adjustments reported on Part I, line 20
   3. Losses reported on Part I, line 20
   4. Other (specify):

   b1
   b2
   b3
   b4

   Subtract line b from line a
   0.00

Part V-A Current Officers, Directors, Trustees, and Key Employees (List each person who was an officer, director, trustee, or key employee at any time during the year even if they were not compensated.) (See the instructions.)

(A) Name and address

See Statement 1

(B) Title and average hours per week devoted to position

208.769

(C) Compensation (If not paid, enter 0.00)

56,073

(D) Contributions to employee benefit plans & deferred compensation plans

11,139

(E) Expense account and other allowances


### Part V-A | Current Officers, Directors, Trustees, and Key Employees (continued)

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>75 a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enter the total number of officers, directors, and trustees permitted to vote on organization business at board meetings</td>
<td>35</td>
<td></td>
</tr>
<tr>
<td>b Are any officers, directors, trustees, or key employees listed in Form 990, Part V-A, or highest compensated employees listed in Schedule A, Part I, or highest compensated professional and other independent contractors listed in Schedule A, Part II-A or II-B, related to each other through family or business relationships? If &quot;Yes,&quot; attach a statement that identifies the individuals and explains the relationship(s)</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>c Do any officers, directors, trustees, or key employees listed in Form 990, Part V-A, or highest compensated employees listed in Schedule A, Part I, or highest compensated professional and other independent contractors listed in Schedule A, Part II-A or II-B, receive compensation from any other organizations, whether tax exempt or taxable, that are related to the organization? See the instructions for the definition of &quot;related organization.&quot; If &quot;Yes,&quot; attach a statement that includes the information described in the instructions.</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>d Does the organization have a written conflict of interest policy?</td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>

### Part V-B | Former Officers, Directors, Trustees, and Key Employees That Received Compensation or Other Benefits

<table>
<thead>
<tr>
<th>(A) Name and address</th>
<th>(B) Loans and Advances (if not paid, enter -0-)</th>
<th>(C) Compensation (D) Contributions to employee benefit plans &amp; deferred compensation plans</th>
<th>(E) Expense account and other allowances</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Part VI | Other Information (See the instructions.)

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>76</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Did the organization make a change in its activities or methods of conducting activities? If &quot;Yes,&quot; attach a detailed statement of each change</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>77</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Were any changes made in the organizing or governing documents but not reported to the IRS? If &quot;Yes,&quot; attach a conformed copy of the changes.</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>78 a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>b</td>
<td></td>
<td></td>
</tr>
<tr>
<td>If &quot;Yes,&quot; has it filed a tax return on Form 990-T for this year?</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>79</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Was there a liquidation, dissolution, termination, or substantial contraction during the year? If &quot;Yes,&quot; attach a statement</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>80 a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Is the organization related (other than by association with a statewide or nationwide organization) through common membership, governing bodies, trustees, officers, etc., to any other exempt or nonexempt organization?</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>b</td>
<td></td>
<td></td>
</tr>
<tr>
<td>If &quot;Yes,&quot; enter the name of the organization: Service Employees International Union and check whether it is exempt or nonexempt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>81 a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enter direct and indirect political expenditures. (See line 81 instructions.)</td>
<td>7,100</td>
<td></td>
</tr>
<tr>
<td>b</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Did the organization file Form 1120-POL for this year?</td>
<td>81 b</td>
<td>X</td>
</tr>
</tbody>
</table>
**Service Employees International Union**

**Local 925**

**91-2126024**

**Part VI Other Information (continued)**

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
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<tbody>
<tr>
<td>82a</td>
<td>X</td>
</tr>
<tr>
<td>83a</td>
<td>X</td>
</tr>
<tr>
<td>84a</td>
<td>X</td>
</tr>
<tr>
<td>85a</td>
<td>X</td>
</tr>
<tr>
<td>85b</td>
<td>X</td>
</tr>
<tr>
<td>86a</td>
<td>X</td>
</tr>
<tr>
<td>87a</td>
<td></td>
</tr>
<tr>
<td>88a</td>
<td>X</td>
</tr>
<tr>
<td>89a</td>
<td></td>
</tr>
<tr>
<td>90a</td>
<td>38</td>
</tr>
<tr>
<td>91a</td>
<td></td>
</tr>
</tbody>
</table>

### 82a. Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than fair rental value?

- **b.** If "Yes," you may indicate the value of these items here. Do not include this amount as revenue in Part I or as an expense in Part II.

<table>
<thead>
<tr>
<th>82b</th>
<th>N/A</th>
</tr>
</thead>
</table>

### 83a. Did the organization comply with the public inspection requirements for returns and exemption applications?

- **b.** Did the organization comply with the disclosure requirements relating to quid pro quo contributions?

   

### 84a. Did the organization solicit any contributions or gifts that were not tax deductible?

- **b.** If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?

   

### 85a. 501(c)(4), (5), or (6) Were substantially all dues nondeductible by members?

- **b.** Did the organization make only in-house lobbying expenditures of $2,000 or less?

   - If "Yes" was answered to either 85a or 85b, do not complete 85c through 85h below unless the organization received a waiver for proxy tax owed for the prior year.

<table>
<thead>
<tr>
<th>85c</th>
<th>7,066,034</th>
</tr>
</thead>
<tbody>
<tr>
<td>85d</td>
<td>127,627</td>
</tr>
<tr>
<td>85e</td>
<td>0</td>
</tr>
<tr>
<td>85f</td>
<td>127,627</td>
</tr>
</tbody>
</table>

- **g.** Does the organization elect to pay the section 6033(e) tax on the amount on line 85f?

   - **h.** If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year?

   - **85h. X**

### 86a. 501(c)(7) organizations

- Enter. a Initiation fees and capital contributions included on line 12

<table>
<thead>
<tr>
<th>86a</th>
<th>N/A</th>
</tr>
</thead>
</table>

### 87a. 501(c)(12) organizations

- Enter a Gross income from members or shareholders

| 87b | N/A |

### 88a. At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or partnership, or an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?

- **b.** At any time during the year, did the organization, directly or indirectly, own a controlled entity within the meaning of section 512(b)(13)?

   - **88b. X**

### 89a. 501(c)(3) organizations

- Enter: Amount of tax imposed on the organization during the year under section 4911

| 89b | N/A |

- **b.** 501(c)(3) and 501(c)(4) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year?

   - **c.** Enter: Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958

   - **d.** Enter: Amount of tax on line 89c, above, reimbursed by the organization

   - **e.** All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction?

   - **f.** All organizations. Did the organization acquire a direct or indirect interest in any applicable insurance contract?

   - **g.** For supporting organizations and sponsoring organizations maintaining donor advised funds. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?

<table>
<thead>
<tr>
<th>89e</th>
<th>X</th>
</tr>
</thead>
<tbody>
<tr>
<td>89f</td>
<td>X</td>
</tr>
</tbody>
</table>

### 90a. List the states with which a copy of this return is filed

- **90b. None**

### 91a. The books are in care of

<table>
<thead>
<tr>
<th>BECKY COWAN</th>
</tr>
</thead>
</table>

**Telephone no**

| 206 322.3010 |

**Located at**

| 3647 STONE WAY NORTH, SEATTLE, WA |

| ZIP 98103 |

- **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)?

   - **c.** If "Yes," enter the name of the foreign country

   | N/A |

See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.
Service Employees International Union
Local 925

91-2126024 Page 8

Part VI Other Information (continued)

Yes No

c) At any time during the calendar year, did the organization maintain an office outside of the United States? 91t X

If "Yes," enter the name of the foreign country ▶ N/A

92 Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041 - Check here and enter the amount of tax-exempt interest received or accrued during the tax year ▶ 92 N/A

Part VII Analysis of Income-Producing Activities (See the instructions.)

Note: Enter gross amounts unless otherwise indicated.

<table>
<thead>
<tr>
<th>Unrelated business income</th>
<th>Excluded by section 512, 513, or 514</th>
<th>(E) Related or exempt function income</th>
</tr>
</thead>
<tbody>
<tr>
<td>(A) Business code</td>
<td>(B) Amount</td>
<td>(C) Exclusion code</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>94 Membership dues and assessments</th>
<th>7,066,034</th>
</tr>
</thead>
<tbody>
<tr>
<td>95 Interest on savings and temporary cash investments</td>
<td>14 48,818</td>
</tr>
<tr>
<td>96 Dividends and interest from securities</td>
<td></td>
</tr>
<tr>
<td>97 Net rental income or (loss) from real estate:</td>
<td></td>
</tr>
<tr>
<td>a) debt-financed property</td>
<td></td>
</tr>
<tr>
<td>b) not debt-financed property</td>
<td></td>
</tr>
<tr>
<td>98 Net rental income or (loss) from personal property</td>
<td></td>
</tr>
<tr>
<td>99 Other investment income</td>
<td></td>
</tr>
<tr>
<td>100 Gain or (loss) from sales of assets other than inventory</td>
<td></td>
</tr>
<tr>
<td>101 Net income or (loss) from special events</td>
<td></td>
</tr>
<tr>
<td>102 Gross profit or (loss) from sales of inventory</td>
<td></td>
</tr>
<tr>
<td>103 Other revenue:</td>
<td></td>
</tr>
<tr>
<td>a) MISCELLANEOUS UNION</td>
<td></td>
</tr>
<tr>
<td>b) ACTIVITY 123,555</td>
<td></td>
</tr>
<tr>
<td>c)</td>
<td></td>
</tr>
<tr>
<td>d)</td>
<td></td>
</tr>
<tr>
<td>e)</td>
<td></td>
</tr>
<tr>
<td>104 Subtotal (add columns (B), (D), and (E)) 0 48,818 7,189,589</td>
<td></td>
</tr>
<tr>
<td>105 Total (add line 104, columns (B), (D), and (E)) ▶ 7,238,407</td>
<td></td>
</tr>
</tbody>
</table>

Note: Line 105 plus line 1e, Part I, should equal the amount on line 12, Part I

Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes (See the instructions.)

94 DUES PROVIDE THE FUNDING FOR REPRESENTATION RELATED TO NEGOTIATIONS AND GRIEVANCES ON BEHALF OF ITS MEMBERS. THE ORGANIZATION ALSO SPONSORS SOCIAL, WELFARE, AND EDUCATIONAL FUNCTIONS FOR MEMBERS AND THEIR FAMILIES.

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities (See the instructions.)

<table>
<thead>
<tr>
<th>(A) Name, address, and EIN of corporation, partnership, or disregarded entity</th>
<th>(B) Percentage of ownership interest</th>
<th>(C) Nature of activities</th>
<th>(D) Total income</th>
<th>(E) End-of-year assets</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>%</td>
<td>%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Part X Information Regarding Transfers Associated with Personal Benefit Contracts (See the instructions.)

(a) Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? Yes X No

(b) Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? Yes X No

Note: If "Yes" to (b), file Form 8870 and Form 4720 (see instructions).
### Part XI  Information Regarding Transfers To and From Controlled Entities

**Complete only if the organization is a controlling organization as defined in section 512(b)(13).**

#### 106 Did the reporting organization make any transfers to a controlled entity as defined in section 512(b)(13) of the Code? If "Yes," complete the schedule below for each controlled entity.

<table>
<thead>
<tr>
<th>(A) Name, address, of each controlled entity</th>
<th>(B) Employer Identification Number</th>
<th>(C) Description of transfer</th>
<th>(D) Amount of transfer</th>
</tr>
</thead>
<tbody>
<tr>
<td>a</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Totals**

#### 107 Did the reporting organization receive any transfers from a controlled entity as defined in section 512(b)(13) of the Code? If "Yes," complete the schedule below for each controlled entity.

<table>
<thead>
<tr>
<th>(A) Name, address, of each controlled entity</th>
<th>(B) Employer Identification Number</th>
<th>(C) Description of transfer</th>
<th>(D) Amount of transfer</th>
</tr>
</thead>
<tbody>
<tr>
<td>a</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Totals**

#### 108 Did the organization have a binding written contract in effect on August 17, 2006, covering the interest, rents, royalties, and annuities described in question 107 above?

- Yes
- No

---

**Signature of office:**

RENE ELDREDGE  Secretary-Treasurer

**Date:** 6/23/08

---

**Preparer's signature:**

Steven B. Bass

**Date:** 06/18/08

**EIN:** 425 778-5232

---

**Preparer's SSN or PTIN (See Gen. Inst. X):**

---

Form 990 (2007)
<table>
<thead>
<tr>
<th>Name and Address</th>
<th>Title and Avrg Hrs/Wk</th>
<th>Compensation</th>
<th>Employee Ben Plan Contrib</th>
<th>Expense Account</th>
</tr>
</thead>
<tbody>
<tr>
<td>KIMBERLY COOK 2900 EASTLAKE AVENUE EAST SEATTLE, WA 98102</td>
<td>PRESIDENT 40.00</td>
<td>80,307</td>
<td>22,258</td>
<td>3,720</td>
</tr>
<tr>
<td>SCOTT COLLETT 2900 EASTLAKE AVENUE EAST SEATTLE, WA 98102</td>
<td>EXECUTIVE BOARD 1.00</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>MICHAEL LASLETT 2900 EASTLAKE AVENUE EAST SEATTLE, WA 98102</td>
<td>VICE-PRESIDENT 40.00</td>
<td>46,775</td>
<td>15,635</td>
<td>2,170</td>
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<tr>
<td>IRENE ELRIDGE 2900 EASTLAKE AVENUE EAST SEATTLE, WA 98102</td>
<td>SECRETARY/TREASURER 40.00</td>
<td>81,687</td>
<td>18,180</td>
<td>5,249</td>
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<tr>
<td>ALLEN ALSTON 2900 EASTLAKE AVENUE EAST SEATTLE, WA 98102</td>
<td>EXECUTIVE BOARD 1.00</td>
<td>0</td>
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</tr>
<tr>
<td>STACEY CADWELL 2900 EASTLAKE AVENUE EAST SEATTLE, WA 98102</td>
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<tr>
<td>ALLISON BIGELOW 2900 EASTLAKE AVENUE EAST SEATTLE, WA 98102</td>
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<tr>
<td>SANDRA CONRAD 2900 EASTLAKE AVENUE EAST SEATTLE, WA 98102</td>
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</tr>
<tr>
<td>PAULA JO BRAVE 2900 EASTLAKE AVENUE EAST SEATTLE, WA 98102</td>
<td>EXECUTIVE BOARD 1.00</td>
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<tr>
<td>GURINE FLECK 2900 EASTLAKE AVENUE EAST SEATTLE, WA 98102</td>
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<tr>
<td>DELY GASATAYA 2900 EASTLAKE AVENUE EAST SEATTLE, WA 98102</td>
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</tr>
<tr>
<td>Name</td>
<td>Position</td>
<td>Hours</td>
<td>Rate</td>
<td>Total</td>
</tr>
<tr>
<td>--------------------</td>
<td>-------------------------</td>
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<td>------</td>
<td>-------</td>
</tr>
<tr>
<td>NANCY GERBER</td>
<td>EXECUTIVE BOARD</td>
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<tr>
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<tr>
<td>LARRY HARDING</td>
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<td>DONNA HOME</td>
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<td>CHRIS KING</td>
<td>EXECUTIVE BOARD</td>
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<td>0.00</td>
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<tr>
<td>LOLA KLING</td>
<td>EXECUTIVE BOARD</td>
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<td>0.00</td>
<td>0.00</td>
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<tr>
<td>2900 EASTLAKE AVENUE EAST</td>
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</tr>
<tr>
<td>CAROL HARRIS-DAVIS</td>
<td>1ST VICE PRESIDENT</td>
<td>1.00</td>
<td>0.00</td>
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<tr>
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<tr>
<td>JENEIL LAGASSE</td>
<td>EXECUTIVE BOARD</td>
<td>1.00</td>
<td>0.00</td>
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<tr>
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<tr>
<td>CHRISTINE LAKEY</td>
<td>EXECUTIVE BOARD</td>
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<tr>
<td>STEVEN LAPPE</td>
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<td>0.00</td>
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<tr>
<td>ANNE LAWSON</td>
<td>EXECUTIVE BOARD</td>
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<td>0.00</td>
<td>0.00</td>
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<tr>
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<tr>
<td>MELINDA LEE</td>
<td>EXECUTIVE BOARD</td>
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<td>0.00</td>
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<td></td>
<td></td>
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<tr>
<td>JOHN LYONS</td>
<td>EXECUTIVE BOARD</td>
<td>1.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>2900 EASTLAKE AVENUE EAST</td>
<td>SEATTLE, WA 98102</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>JOSE MAYORGA</td>
<td>EXECUTIVE BOARD</td>
<td>1.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>2900 EASTLAKE AVENUE EAST</td>
<td>SEATTLE, WA 98102</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
CATHY MCPEEK
2900 EASTLAKE AVENUE EAST
SEATTLE, WA 98102

EXECUTIVE BOARD
1.00 0. 0. 0.

ARNOLD PRADO
2900 EASTLAKE AVENUE EAST
SEATTLE, WA 98102

EXECUTIVE BOARD
1.00 0. 0. 0.

LAURIE RABINASHAD
2900 EASTLAKE AVENUE EAST
SEATTLE, WA 98102

EXECUTIVE BOARD
1.00 0. 0. 0.

LISA RANKIN
2900 EASTLAKE AVENUE EAST
SEATTLE, WA 98102

EXECUTIVE BOARD
1.00 0. 0. 0.

SHAM RATTY
2900 EASTLAKE AVENUE EAST
SEATTLE, WA 98102

EXECUTIVE BOARD
1.00 0. 0. 0.

TOM SMALL
2900 EASTLAKE AVENUE EAST
SEATTLE, WA 98102

EXECUTIVE BOARD
1.00 0. 0. 0.

CHARLES WANKE
2900 EASTLAKE AVENUE EAST
SEATTLE, WA 98102

EXECUTIVE BOARD
1.00 0. 0. 0.

RALPH BRED
2900 EASTLAKE AVENUE EAST
SEATTLE, WA 98102

TRUSTEE
1.00 0. 0. 0.

LYNDA CALL
2900 EASTLAKE AVENUE EAST
SEATTLE, WA 98102

TRUSTEE
1.00 0. 0. 0.

ANDY FISHER
2900 EASTLAKE AVENUE EAST
SEATTLE, WA 98102

TRUSTEE
1.00 0. 0. 0.

KATHY THOMASON
2900 EASTLAKE AVENUE EAST
SEATTLE, WA 98102

TRUSTEE
1.00 0. 0. 0.

Totals Included on Form 990, Part V-A
208,769. 56,073. 11,139.

Statement(s) 1
<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
<th>Acc Depr</th>
<th>Book Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building &amp; Improvements</td>
<td>13,374</td>
<td>13,374</td>
<td>-</td>
</tr>
<tr>
<td>Leasehold Improvements</td>
<td>67,995</td>
<td>3,730</td>
<td>64,265</td>
</tr>
<tr>
<td>Furniture &amp; Equipment</td>
<td>254,716</td>
<td>216,541</td>
<td>38,175</td>
</tr>
<tr>
<td>Vehicles</td>
<td>57,609</td>
<td>57,609</td>
<td>-</td>
</tr>
<tr>
<td>Land</td>
<td>4,630</td>
<td>-</td>
<td>4,630</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>398,324</td>
<td>291,254</td>
<td>107,070</td>
</tr>
</tbody>
</table>

Current Year Depreciation: 22,054
Form 8868
(Rev March 2008)
Department of the Treasury
Internal Revenue Service

Application for Extension of Time To File an
Exempt Organization Return

File a separate application for each return.

- If you are filing for an Automatic 3-Month Extension, complete only Part I and check this box.
- If you are filing for an Additional (Not Automatic) 3-Month Extension, complete only Part II (on page 2 of this form).

Do not complete Part II unless you have already been granted an automatic 3-month extension on a previously filed Form 8868.

Part I

Automatic 3-Month Extension of Time. Only submit original (no copies needed)

A corporation required to file Form 990-T and requesting an automatic 6-month extension - check this box and complete Part I only

All other corporations (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Electronic Filing (e-file). Generally, you can electronically file Form 8868 if you want a 3-month automatic extension of time to file one of the returns noted below (6 months for a corporation required to file Form 990-T). However, you cannot file Form 8868 electronically if (1) you want the additional (not automatic) 3-month extension or (2) you file Forms 990-BL, 6069, or 8870, group returns, or a composite or consolidated Form 990-T. Instead, you must submit the fully completed and signed page 2 (Part II) of Form 8868. For more details on the electronic filing of this form, visit www.irs.gov/efile and click on e-file for Charities & Nonprofits

<table>
<thead>
<tr>
<th>Type or print</th>
<th>Name of Exempt Organization</th>
<th>Employer identification number</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Service Employees International Union Local 925</td>
<td>91-2126024</td>
</tr>
</tbody>
</table>

Fills by the due date for filing your return

Number, street, and room or suite no If a P O box, see instructions.

3647 STONE WAY NORTH

City, town or post office, state, and ZIP code For a foreign address, see instructions

Seattle, WA 98103

Check type of return to be filed (file a separate application for each return)

☑ Form 990

☐ Form 990-T (corporation)

☐ Form 990-T (sec 401(a) or 408(a) trust)

☐ Form 990-T (trust other than above)

☐ Form 4720

☐ Form 5227

☐ Form 6069

☐ Form 8870

☐ Form 1041-A

☐ The books are in the care of

☐ TELEPHONE NO ☑ 206 322.3010 FAX NO. ☑

☐ If the organization does not have an office or place of business in the United States, check this box

☐ If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) if this is for the whole group, check this box ☑ If it is for part of the group, check this box ☑ and attach a list with the names and EINs of all members the extension will cover.

1 I request an automatic 3-month (6-months for a corporation required to file Form 990-T) extension of time until August 15, 2008 to file the exempt organization return for the organization named above. The extension is for the organization's return for:

☑ ☑ tax year beginning 2007 or

☐ calendar year 2008 and ending ________

2 If this tax year is for less than 12 months, check reason:

☐ Initial return ☐ Final return ☐ Change in accounting period

3a If this application is for Form 990-BL, 990 PF, 990 T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.

☐ $ 3a

b If this application is for Form 990 PF or 990-T, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.

☐ $ 3b

c Balance Due. Subtract line 3b from line 3a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System).

☐ $ 3c

Caution. If you are going to make an electronic fund withdrawal with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions

LHA For Privacy Act and Paperwork Reduction Act Notice, see instructions.

Form 8868 (Rev. 3-2008)