See a Social Security Number? Say Something!
Report Privacy Problems to https://public.resource.org/privacy
Or call the IRS Identity Theft Hotline at 1-800-908-4490
**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)**

**A For the 2009 calendar year, or tax year beginning 01-01-2009 and ending 12-31-2009**

<table>
<thead>
<tr>
<th>Form</th>
<th>990</th>
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</table>

**D Employer identification number**

| 52-0789600 |

**E Telephone number**

| (202) 466-3311 |

**G Gross receipts $ 1,144,338**

**H(a) Is this a group return for affiliates?**

| Yes | No |

**H(b) Are all affiliates included?**

| Yes | No |

**H(c) Group exemption number**

| Attach a list (see instructions) |

**I Tax-exempt status**

| 501(c) (4) (insert no) 4947(a)(1) or 527 |

**J Website**

| WWW.CIVILRIGHTS.ORG |

**K Form of organization**

| Corporation | Trust | Association | Other |

**L Year of formation**

| 1950 |

**M State of legal domicile**

| DC |

## Part I: Summary

1. **Briefly describe the organization’s mission or most significant activities**

   *TO PROMOTE THE ENACTMENT AND ENFORCEMENT OF EFFECTIVE CIVIL RIGHTS LEGISLATION AND POLICY*

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

   | Yes | No |

3. **Number of voting members of the governing body (Part VI, line 1a)**

   | 31 |

4. **Number of independent voting members of the governing body (Part VI, line 1b)**

   | 31 |

5. **Total number of employees (Part V, line 2a)**

   | 8 |

6. **Total number of volunteers (estimate if necessary)**

   | 0 |

7a. **Total gross unrelated business revenue from Part VIII, column (C), line 12**

   | 0 |

7b. **Net unrelated business taxable income from Form 990-T, line 34**

   | 0 |

### Revenue

8. **Contributions and grants (Part VIII, line 1h)**

   | 1,053,539 |

9. **Program service revenue (Part VIII, line 2g)**

   | 0 |

10. **Investment income (Part VIII, column (A), lines 3, 4, and 7d)**

    | 0 |

11. **Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)**

    | 20,411 |

12. **Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)**

    | 1,073,950 |

### Expenses

13. **Grants and similar amounts paid (Part IX, column (A), lines 1-3)**

    | 0 |

14. **Benefits paid to or for members (Part IX, column (A), line 4)**

    | 0 |

15. **Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)**

    | 329,064 |

16a. **Professional fundraising fees (Part IX, column (A), line 11e)**

    | 35,082 |

16b. **Total fundraising expenses (Part IX, column (D), line 25)**

    | 70,503 |

17. **Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)**

    | 1,065,375 |

18. **Total expenses—add lines 13-17 (must equal Part IX, column (A), line 25)**

    | 1,429,521 |

19. **Revenue less expenses—Subtract line 18 from line 12**

    | -355,571 |

### Net Assets or Fund Balances

20. **Total assets (Part X, line 16)**

    | 295,300 |

21. **Total liabilities (Part X, line 26)**

    | 484,652 |

22. **Net assets or fund balances—Subtract line 21 from line 20**

    | -189,352 |

## 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.

**Signature of officer**

| Date: 2010-11-10 |

**Type or print name and title**

| angels lovepeace director of finance |

**Preparer's signature**

| Prepare the return (see instructions) |

**Preparer's identifying number**

| EIN |

**Phone no**

| (202) 293-2200 |

**May the IRS discuss this return with the preparer shown above?**

| Yes | No |
### Part III Statement of Program Service Accomplishments

1. Briefly describe the organization's mission

   **TO PROMOTE THE ENACTMENT AND ENFORCEMENT OF EFFECTIVE CIVIL RIGHTS LEGISLATION AND POLICY**

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 exempt purpose achievements for each of the organization's three largest program services by expenses

   Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

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<tr>
<th>Code</th>
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<th>Revenue</th>
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<td>4a</td>
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<td>708,825</td>
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   **LEADERSHIP CONFERENCE ON CIVIL RIGHTS IS THE NATION'S PREMIER CIVIL RIGHTS COALITION, AND HAS COORDINATED THE NATIONAL LEGISLATIVE CAMPAIGN ON BEHALF OF EVERY MAJOR CIVIL RIGHTS LAW SINCE 1957. LCCR CONSISTS OF MORE THAN 192 NATIONAL ORGANIZATIONS, REPRESENTING PERSONS OF COLOR, WOMEN, CHILDREN, LABOR UNIONS, INDIVIDUALS WITH DISABILITIES, OLDER AMERICANS, MAJOR RELIGIOUS GROUPS, GAYS AND LESBIANS, AND CIVIL LIBERTIES AND HUMAN RIGHTS GROUPS. LCCR IS COMMITTED TO A COST-EFFECTIVE, RESULTS-ORIENTED CENTRAL OPERATION THAT UNIFIES AND FURTHERS THE EFFORTS OF ITS MEMBER ORGANIZATIONS**

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<th>Code</th>
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</table>

4d. Other program services (Describe in Schedule O)

   (Expenses $    including grants of $) (Revenue $)

4e. **Total program service expenses** $ 708,825
Part IV Checklist of Required Schedules

1. Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A.

2. Is the organization required to complete Schedule B, Schedule of Contributors?

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

4. Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II.

5. Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III.

6. Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I.

7. Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II.

8. Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III.

9. Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV.

10. Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowment? If "Yes," complete Schedule D, Part V.

11. Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.
   - Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI.
   - Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.
   - Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.
   - Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.
   - Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.

12. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII.

12A. Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional.

13. Is the organization a school described in section 170(b)(1)(A)(i)? If "Yes," complete Schedule E.

14a. Did the organization maintain an office, employees, or agents outside of the United States?

14b. Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If "Yes," complete Schedule F, Part I.

15. Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II.

16. Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Part III.

17. Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11? If "Yes," complete Schedule G, Part I.

18. Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II.

19. Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III.

20. Did the organization operate one or more hospitals? If "Yes," complete Schedule H.
**Part IV Checklist of Required Schedules (continued)**

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</table>
| 21 | Did the organization report more than $5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1?  
If "Yes," complete Schedule I, Parts I and II. | 21 | No |
| 22 | Did the organization report more than $5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2?  
If "Yes," complete Schedule I, Parts I and III. | 22 | No |
| 23 | Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization’s current and former officers, directors, trustees, key employees, and highest compensated employees?  
If "Yes," complete Schedule J. | 23 | Yes |
| 24a | Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002?  
If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to line 25. | 24a | No |
| 24b | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? |   |   |
| 24c | Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? |   |   |
| 24d | Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? |   |   |
| 25a | **Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year?  
If "Yes," complete Schedule L, Part I. | 25a | No |
| 25b | 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?  
If "Yes," complete Schedule L, Part I. | 25b | No |
| 26 | Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization’s tax year?  
If "Yes," complete Schedule L, Part II. | 26 | No |
| 27 | Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual?  
If "Yes," complete Schedule L, Part III. | 27 | No |
| 28 | Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions) |   |   |
| a | A current or former officer, director, trustee, or key employee?  
If "Yes," complete Schedule L, Part IV. | 28a | No |
| b | A family member of a current or former officer, director, trustee, or key employee?  
If "Yes," complete Schedule L, Part IV. | 28b | No |
| c | An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or owner?  
If "Yes," complete Schedule L, Part IV. | 28c | No |
| 29 | Did the organization receive more than $25,000 in non-cash contributions?  
If "Yes," complete Schedule M. | 29 | No |
| 30 | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?  
If "Yes," complete Schedule M. | 30 | No |
| 31 | Did the organization liquidate, terminate, or dissolve and cease operations?  
If "Yes," complete Schedule N, Part I. | 31 | No |
| 32 | Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets?  
If "Yes," complete Schedule N, Part II. | 32 | No |
| 33 | Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?  
If "Yes," complete Schedule R, Part I. | 33 | No |
| 34 | Was the organization related to any tax-exempt or taxable entity?  
If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1. | 34 | No |
| 35 | Is any related organization a controlled entity within the meaning of section 512(b)(13)?  
If "Yes," complete Schedule R, Part V, line 2. | 35 | No |
| 36 | **Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization?  
If "Yes," complete Schedule R, Part V, line 2. | 36 | No |
| 37 | Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes?  
If "Yes," complete Schedule R, Part VI. | 37 | No |
| 38 | Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? | 38 | Yes |

**Note.** All Form 990 filers are required to complete Schedule O.
### Part V: Statements Regarding Other IRS Filings and Tax Compliance

<table>
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**Notes:**
- **1a:** Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter "0" if not applicable.
- **2c:** Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?
- **2a:** Did the organization file Form W-3, Transmittal of Wage and Tax Statements for the calendar year ending with or within the year covered by this return?
- **2b:** If at least one is reported on line 2a, did the organization file all required federal employment tax returns?
- **4a:** At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?

**Organizations that may receive deductible contributions under section 170(c).**

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**Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.**

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**Sponsoring organizations maintaining donor advised funds.**

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**Section 501(c)(7) organizations.**

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**Section 501(c)(12) organizations.**

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**Section 4947(a)(1) non-exempt charitable trusts.**

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</table>
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.

Section A. Governing Body and Management

1a Enter the number of voting members of the governing body .

1b Enter the number of voting members that are independent .

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? .

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?

4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?

5 Did the organization become aware during the year of a material diversion of the organization’s assets?

6 Does the organization have members or stockholders?

7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?

7b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?

8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following

a The governing body?

b Each committee with authority to act on behalf of the governing body?

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?

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

10a Does the organization have local chapters, branches, or affiliates?

10b If “Yes,” does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?

11 Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?

11A Describe in Schedule O the process, if any, used by the organization to review the Form 990.

12a Does the organization have a written conflict of interest policy? If “No,” go to line 13.

12b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?

12c Does the organization regularly and consistently monitor and enforce compliance with the policy? If “Yes,” describe in Schedule O how this is done.

13 Does the organization have a written whistleblower policy?

14 Does the organization have a written document retention and destruction policy?

15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparable data, and contemporaneous substantiation of the deliberation and decision?

a The organization’s CEO, Executive Director, or top management official.

b Other officers or key employees of the organization.

If “Yes” to line a or b, 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?

16b If “Yes,” has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization’s exempt status with respect to such arrangements?

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed—DC, AK, AL, AR, CA, CO, CT, FL, GA, IL, KS, KY, MA, MD, ME, MI, MN, MS, MO, NC, ND, NJ, NM, NY, OH, OK, OR, PA, RI, SC, TN, UT, VA, WA, WI, WV

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply 

☐ Own website ☐ Another’s website ☐ Upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

THE CORPORATION

1629 K STREET NW 10TH FLOOR
WASHINGTON, DC 20006
(202) 466-3311
## Part VII  Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

### Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

**1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization’s tax year. Use Schedule J-2 if additional space is needed.

- List all of the organization’s **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization’s **current** key employees. See instructions for definition of “key employee.”
- List the organization’s five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations.
- List all of the organization’s **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization’s **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

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

Check this box if the organization did not compensate any current or former officer, director, trustee or key employee.

<table>
<thead>
<tr>
<th>(A) Name and Title</th>
<th>(B) Average hours per week</th>
<th>(C) Position (check all that apply)</th>
<th>(D) Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>(E) Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>(F) Estimated amount of other compensation from the organization and related organizations</th>
</tr>
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<tbody>
<tr>
<td>Name and Title</td>
<td>Average hours per week</td>
<td>Position</td>
<td>Reportable compensation from the organization (W-2/1099-MISC)</td>
<td>Reportable compensation from related organizations (W-2/1099-MISC)</td>
<td>Estimated amount of other compensation from the organization and related organizations</td>
</tr>
<tr>
<td>See add'l data</td>
<td></td>
<td>Individual trustee or director</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Institutional Trustee</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Officer</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Key employee</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Former</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Highest compensated employee</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

See add'l data
Section B. Independent Contractors

1. Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization.

<table>
<thead>
<tr>
<th>(A) Name and business address</th>
<th>(B) Description of services</th>
<th>(C) Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>POESTRA GROUP</td>
<td>GOVERNMENT RELATIONS</td>
<td>133,547</td>
</tr>
<tr>
<td>1001 G STREET</td>
<td></td>
<td></td>
</tr>
<tr>
<td>WASHINGTON, DC 20001</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2. Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 in compensation from the organization.
### Part VIII  Statement of Revenue

<table>
<thead>
<tr>
<th>Contributions, gifts, grants and other similar amounts</th>
<th>(A) Total revenue</th>
<th>(B) Related or exempt function revenue</th>
<th>(C) Unrelated business revenue</th>
<th>(D) Revenue excluded from tax under sections 512, 513, or 514</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a Federated campaigns</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Membership dues</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Fundraising events</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d Related organizations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e Government grants (contributions)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f All other contributions, gifts, grants, and similar amounts not included above</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g Noncash contributions included in lines 1a-1f</td>
<td></td>
<td></td>
<td></td>
<td>433,810</td>
</tr>
<tr>
<td>h Total. Add lines 1a-1f</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Program Service Revenue

<table>
<thead>
<tr>
<th>Business Code</th>
<th>2a</th>
<th>2b</th>
<th>2c</th>
<th>2d</th>
<th>2e</th>
<th>2f</th>
<th>2g</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Other Revenue

<table>
<thead>
<tr>
<th>Business Code</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6a</th>
<th>6b</th>
<th>6c</th>
<th>6d</th>
<th>7a</th>
<th>7b</th>
<th>7c</th>
<th>7d</th>
<th>8a</th>
<th>8b</th>
<th>8c</th>
<th>9a</th>
<th>9b</th>
<th>9c</th>
<th>10a</th>
<th>10b</th>
<th>10c</th>
<th>11a</th>
<th>11b</th>
<th>11c</th>
<th>11d</th>
<th>12</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **(A) Total revenue**
- **(B) Related or exempt function revenue**
- **(C) Unrelated business revenue**
- **(D) Revenue excluded from tax under sections 512, 513, or 514**
### 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) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, 10b of Part VIII.

<table>
<thead>
<tr>
<th></th>
<th>(A) Total expenses</th>
<th>(B) Program service expenses</th>
<th>(C) Management and general expenses</th>
<th>(D) Fundraising expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Grants and other assistance to individuals in the U.S. See Part IV, line 22</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Benefits paid to or for members</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Compensation of current officers, directors, trustees, and key employees</td>
<td>17,556</td>
<td>17,556</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Other salaries and wages</td>
<td>188,205</td>
<td>188,205</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Pension plan contributions (include section 401(k) and section 403(b) employer contributions)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Other employee benefits</td>
<td>76,501</td>
<td>76,501</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Payroll taxes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Fees for services (non-employees)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>Management</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>Legal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>Accounting</td>
<td>11,768</td>
<td>11,768</td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>Lobbying</td>
<td>133,547</td>
<td>133,547</td>
<td></td>
</tr>
<tr>
<td>e</td>
<td>Professional fundraising See Part IV, line 17</td>
<td>70,503</td>
<td>70,503</td>
<td></td>
</tr>
<tr>
<td>f</td>
<td>Investment management fees</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g</td>
<td>Other</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Advertising and promotion</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Office expenses</td>
<td>10,238</td>
<td>10,238</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Information technology</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Royalties</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Occupancy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Travel</td>
<td>22,155</td>
<td>21,968</td>
<td>187</td>
</tr>
<tr>
<td>18</td>
<td>Payments of travel or entertainment expenses for any federal, state, or local public officials</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Conferences, conventions, and meetings</td>
<td>10,011</td>
<td>10,011</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>Interest</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Payments to affiliates</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>Depreciation, depletion, and amortization</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>Insurance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Other expenses Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>ALLOCATION FROM LCCREF</td>
<td>167,767</td>
<td>129,702</td>
<td>22,824</td>
</tr>
<tr>
<td>b</td>
<td>DUES AND SUBSCRIPTIONS</td>
<td>46,046</td>
<td>46,046</td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>CONSULTING</td>
<td>38,174</td>
<td>18,810</td>
<td>19,364</td>
</tr>
<tr>
<td>d</td>
<td>PRINTING AND REPRODUCTIONS</td>
<td>31,092</td>
<td>31,092</td>
<td></td>
</tr>
<tr>
<td>e</td>
<td>TELEPHONE AND INTERNET</td>
<td>14,426</td>
<td>14,426</td>
<td></td>
</tr>
<tr>
<td>f</td>
<td>All other expenses</td>
<td>13,325</td>
<td>10,723</td>
<td>2,602</td>
</tr>
<tr>
<td>25</td>
<td><strong>Total functional expenses.</strong> Add lines 1 through 24f</td>
<td>851,314</td>
<td>708,825</td>
<td>34,592</td>
</tr>
<tr>
<td>26</td>
<td><strong>Joint costs.</strong> Check here ▶ if following SOP 98-2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# Balance Sheet

## Assets

| 1 | Cash—non-interest-bearing                                | 1 |
| 2 | Savings and temporary cash investments                    | 169,033 | 97,801 |
| 3 | Pledges and grants receivable, net                       |  | 132,550 |
| 4 | Accounts receivable, net                                | 116,250 |  |
| 5 | Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Schedule L |  |
| 6 | Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Schedule L |  |
| 7 | Notes and loans receivable, net                         |  |
| 8 | Inventories for sale or use                             |  |
| 9 | Prepaid expenses and deferred charges                    | 10,017 | 849 |
| 10a| Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D |  |
| 10b| Less accumulated depreciation                           | 0 | 10c |
| 11| Investments—publicly traded securities                   |  |
| 12| Investments—other securities See Part IV, line 11       |  |
| 13| Investments—program-related See Part IV, line 11        |  |
| 14| Intangible assets                                       |  |
| 15| Other assets See Part IV, line 11                       |  |
| 16| **Total assets. Add lines 1 through 15 (must equal line 34)** | 295,300 | 231,200 |
| 17| Accounts payable and accrued expenses                   | 24,980 | 10,632 |
| 18| Grants payable                                          |  |
| 19| Deferred revenue                                        |  |
| 20| Tax-exempt bond liabilities                              |  |
| 21| Escrow or custodial account liability Complete Part IV of Schedule D |  |
| 22| Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L |  |
| 23| Secured mortgages and notes payable to unrelated third parties |  |
| 24| Unsecured notes and loans payable to unrelated third parties |  |
| 25| Other liabilities Complete Part X of Schedule D          | 459,672 | 279,377 |
| 26| **Total liabilities. Add lines 17 through 25**           | 484,652 | 290,009 |

## Liabilities

**Organizations that follow SFAS 117, check here □ and complete lines 27 through 29, and lines 33 and 34.**

| 27| Unrestricted net assets                                 | 389,352 | 384,508 |
| 28| Temporarily restricted net assets                       | 200,000 | 325,699 |
| 29| Permanently restricted net assets                       |  |

**Organizations that do not follow SFAS 117, check here □ and complete lines 30 through 34.**

<p>| 30| Capital stock or trust principal, or current funds      |  |
| 31| Paid-in or capital surplus, or land, building or equipment fund |  |
| 32| Retained earnings, endowment, accumulated income, or other funds |  |
| 33| Total net assets or fund balances                       | 189,352 | 58,809 |
| 34| <strong>Total liabilities and net assets/fund balances</strong>      | 295,300 | 231,200 |</p>
<table>
<thead>
<tr>
<th></th>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Accounting method used to prepare the Form 990</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Cash</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Accrual</td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>If the organization changed its method of accounting from a prior year</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>or checked &quot;Other,&quot; explain in Schedule O</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2a</td>
<td>Were the organization's financial statements compiled or reviewed by an</td>
<td></td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>independent accountant?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2b</td>
<td>Were the organization's financial statements audited by an independent</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>accountant?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2c</td>
<td>If &quot;Yes,&quot; to 2a or 2b, does the organization have a committee that</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>assumes responsibility for oversight of the audit, review, or compilation</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>of its financial statements and selection of an independent accountant?</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>If the organization changed either its oversight process or selection</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>process during the tax year, explain in Schedule O</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3a</td>
<td>As a result of a federal award, was the organization required to</td>
<td></td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>undergo an audit or audits as set forth in the Single Audit Act and</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>OMB Circular A-133?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3b</td>
<td>If &quot;Yes,&quot; did the organization undergo the required audit or audits?</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>If the organization did not undergo the required audit or audits,</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>explain why in Schedule O and describe any steps taken to undergo such</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>audits</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Part I: Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts

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

<table>
<thead>
<tr>
<th></th>
<th>(a) Donor advised funds</th>
<th>(b) Funds and other accounts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total number at end of year</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Aggregate contributions to (during year)</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Aggregate grants from (during year)</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Aggregate value at end of year</td>
<td></td>
</tr>
</tbody>
</table>

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

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

### Part II: Conservation Easements

Complete if the organization answered "Yes" to 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 pleasure)
   - Preservation of an historically importantly land area
   - Protection of natural habitat
   - Preservation of a certified historic structure
   - Preservation of open space

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

<table>
<thead>
<tr>
<th></th>
<th>Held at the End of the Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>a</td>
<td>Total number of conservation easements</td>
</tr>
<tr>
<td>b</td>
<td>Total acreage restricted by conservation easements</td>
</tr>
<tr>
<td>c</td>
<td>Number of conservation easements on a certified historic structure included in (a)</td>
</tr>
<tr>
<td>d</td>
<td>Number of conservation easements included in (c) acquired after 8/17/06</td>
</tr>
</tbody>
</table>

3. Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable 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 and enforcing conservation easements during the year □

7. Amount of expenses incurred in monitoring, inspecting, 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 170(h)(4)(B)(ii)?  
   - Yes □  No □

9. In Part XIV, 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" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, 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 XIV, the text of the footnote to its financial statements that describes these items □

b If the organization elected, as permitted under SFAS 116, 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) Revenues included in 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 relating to these items □

   a Revenues included in 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

3. Using the organization's 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 XIV.

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" to 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 XIV and complete the following table:

<table>
<thead>
<tr>
<th>Amount</th>
<th>1c</th>
<th>1d</th>
<th>1e</th>
<th>1f</th>
</tr>
</thead>
</table>

c. Beginning balance

d. Additions during the year

e. Distributions during the year

f. Ending balance

2a. Did the organization include an amount on Form 990, Part X, line 21?
   □ Yes □ No

b. If "Yes," explain the arrangement in Part XIV.

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

1a. Beginning of year balance

b. Contributions

c. Investment earnings or losses

d. Grants or scholarships

e. Other expenditures for facilities and programs

f. Administrative expenses

g. End of year balance

2. Provide the estimated percentage of the year end balance held as

   a. Board designated or quasi-endowment %
   b. Permanent endowment %
   c. Term endowment %

3a. Are there endowment funds not in the possession of the organization that are held and administered for the organization by
   (i) unrelated organizations
   (ii) related organizations

   □ Yes □ No

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

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

Part VI Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

<table>
<thead>
<tr>
<th>Description of investment</th>
<th>(a) Cost or other basis (investment)</th>
<th>(b) Cost or other basis (other)</th>
<th>(c) Accumulated depreciation</th>
<th>(d) Book value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a. Land</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1b. Buildings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1c. Leasehold improvements</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1d. Equipment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1e. Other</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
</tbody>
</table>

Add lines 1a-1e. (Column (d) should equal Form 990, Part X, column (B), line 10(c).)
### Part VII: Investments—Other Securities

<table>
<thead>
<tr>
<th>(a) Description of security or category (including name of security)</th>
<th>(b) Book value</th>
<th>(c) Method of valuation Cost or end-of-year market value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial derivatives</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Closely-held equity interests</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total: (Column (b) should equal Form 990, Part X, col (B) line 12)

### Part VIII: Investments—Program Related

<table>
<thead>
<tr>
<th>(a) Description of investment type</th>
<th>(b) Book value</th>
<th>(c) Method of valuation Cost or end-of-year market value</th>
</tr>
</thead>
</table>

Total: (Column (b) should equal Form 990, Part X, col (B) line 13)

### Part IX: Other Assets

<table>
<thead>
<tr>
<th>(a) Description</th>
<th>(b) Book value</th>
</tr>
</thead>
</table>

Total: (Column (b) should equal Form 990, Part X, col (B) line 15)

### Part X: Other Liabilities

<table>
<thead>
<tr>
<th>1</th>
<th>(a) Description of Liability</th>
<th>(b) Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Income Taxes</td>
<td>Due to LCCREF</td>
<td>279,377</td>
</tr>
</tbody>
</table>

Total: (Column (b) should equal Form 990, Part X, col (B) line 25)

2. Fin 48 footnote: In Part XIV, 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.
### Part XI  Reconciliation of Change in Net Assets from Form 990 to Financial Statements

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>Line</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total revenue (Form 990, Part VIII, column (A), line 12)</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Total expenses (Form 990, Part IX, column (A), line 25)</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>Excess (deficit) for the year  Subtract line 2 from line 1</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Net unrealized gains (losses) on investments</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td>Donated services and use of facilities</td>
<td>5</td>
</tr>
<tr>
<td>6</td>
<td>Investment expenses</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td>Prior period adjustments</td>
<td>7</td>
</tr>
<tr>
<td>8</td>
<td>Other (Describe in Part XIV)</td>
<td>8</td>
</tr>
<tr>
<td>9</td>
<td>Total adjustments (net)  Add lines 4 - 8</td>
<td>9</td>
</tr>
<tr>
<td>10</td>
<td>Excess (deficit) for the year per financial statements  Combine lines 3 and 9</td>
<td>10</td>
</tr>
</tbody>
</table>

### Part XII  Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>Line</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total revenue, gains, and other support per audited financial statements</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Amounts included on line 1 but not on Form 990, Part VIII, line 12</td>
<td>2a</td>
</tr>
<tr>
<td>3</td>
<td>Subtract line 2e from line 1</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Amounts included on Form 990, Part VIII, line 12, but not on line 1</td>
<td>4a</td>
</tr>
<tr>
<td>5</td>
<td>Total Revenue  Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)</td>
<td>5</td>
</tr>
</tbody>
</table>

### Part XIII  Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>Line</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total expenses and losses per audited financial statements</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Amounts included on line 1 but not on Form 990, Part IX, line 25</td>
<td>2a</td>
</tr>
<tr>
<td>3</td>
<td>Subtract line 2e from line 1</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Amounts included on Form 990, Part IX, line 25, but not on line 1:</td>
<td>4a</td>
</tr>
<tr>
<td>5</td>
<td>Total expenses  Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)</td>
<td>5</td>
</tr>
</tbody>
</table>

### Part XIV  Supplemental Information

Complete this part to 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, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

<table>
<thead>
<tr>
<th>Identifier</th>
<th>Return Reference</th>
<th>Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part XII, Line 2d - Other Adjustments</td>
<td></td>
<td>HUBERT H HUMPHRY CIVIL RIGHTS AWARD DINNER EXPENSES</td>
</tr>
<tr>
<td>Part XIII, Line 2d - Other Adjustments</td>
<td></td>
<td>HUBERT H HUMPHRY CIVIL RIGHTS AWARD DINNER EXPENSES</td>
</tr>
</tbody>
</table>
### Part I  Fundraising Activities

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

1. Indicate whether the organization raised funds through any of the following activities. Check all that apply.
   - [✓] Mail solicitations
   - [✓] Internet and e-mail solicitations
   - [✓] Phone solicitations
   - [✓] In-person solicitations
   - [✓] Solicitation of non-government grants
   - [✓] Solicitation of government grants
   - [✓] Special fundraising events

2a. Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising activities?  
   - [✓] Yes  
   - [ ] No

2b. If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization. Form 990-EZ filers are not required to complete this table.

<table>
<thead>
<tr>
<th>(i) Name of individual or entity (fundraiser)</th>
<th>(ii) Activity</th>
<th>(iii) Did fundraiser have custody or control of contributions?</th>
<th>(iv) Gross receipts from activity</th>
<th>(v) Amount paid to (or retained by) fundraiser listed in col (i)</th>
<th>(vi) Amount paid to (or retained by) organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>KATHY DONNER</td>
<td>HUBERT HUMPHREY CIVIL RIGHTS DINNER</td>
<td>No</td>
<td>740,362</td>
<td>70,503</td>
<td>669,859</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>No</strong></td>
<td><strong>740,362</strong></td>
<td><strong>70,503</strong></td>
<td><strong>669,859</strong></td>
</tr>
</tbody>
</table>

3. List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing.
### Part II  
**Fundraising Events.** Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than $15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than $5,000.

<table>
<thead>
<tr>
<th>Revenue Item</th>
<th>Event Type</th>
<th>(a)</th>
<th>(b)</th>
<th>(c)</th>
<th>(d)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Gross receipts</td>
<td>ANNUAL DINNER</td>
<td>740,362</td>
<td></td>
<td></td>
<td>740,362</td>
</tr>
<tr>
<td>2 Less Charitable contributions</td>
<td></td>
<td>30,150</td>
<td></td>
<td></td>
<td>30,150</td>
</tr>
<tr>
<td>3 Gross income (line 1 minus line 2)</td>
<td></td>
<td>710,212</td>
<td></td>
<td></td>
<td>710,212</td>
</tr>
<tr>
<td>4 Cash prizes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Non-cash prizes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Rent/facility costs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 Food and beverages</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8 Entertainment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9 Other direct expenses</td>
<td></td>
<td>162,481</td>
<td></td>
<td></td>
<td>162,481</td>
</tr>
<tr>
<td>10 Direct expense summary</td>
<td>Add lines 4 through 9 in column (d).</td>
<td></td>
<td></td>
<td></td>
<td>162,481</td>
</tr>
<tr>
<td>11 Net income summary</td>
<td>Combine lines 3, column d, and line 10.</td>
<td></td>
<td></td>
<td></td>
<td>547,731</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Revenue Item</th>
<th>Event Type</th>
<th>(a)</th>
<th>(b)</th>
<th>(c)</th>
<th>(d)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Gross revenue</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Cash prizes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Non-cash prizes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Rent/facility costs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Other direct expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Volunteer labor</td>
<td>Yes %</td>
<td>Yes %</td>
<td>Yes %</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 Direct expense summary</td>
<td>Add lines 2 through 5 in column (d).</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8 Net gaming income summary</td>
<td>Combine lines 1, column d, and line 7.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Enter the state(s) in which the organization operates gaming activities</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 a Is the organization licensed to operate gaming activities in each of these states?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b If &quot;No,&quot; Explain</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b If &quot;Yes,&quot; Explain</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11 Does the organization operate gaming activities with nonmembers?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Schedule G (Form 990 or 990-EZ) 2009
13  Indicate the percentage of gaming activity operated in
   a  The organization’s facility
   b  An outside facility

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

   Name ▶
   Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?
   b  If "Yes," enter the amount of gaming revenue received by the organization ▶ $__________ and the amount of gaming revenue retained by the third party ▶ $__________
   c  If "Yes," enter name and address

   Name ▶
   Address ▶

16  Gaming manager information

   Name ▶
   Gaming manager compensation ▶ $__________
   Description of services provided ▶

   □ Director/officer □ Employee □ Independent contractor

17  Mandatory distributions
   a  Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?
   b  Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization’s own exempt activities during the tax year ▶ $
# Compensation Information

**Schedule J**

(Form 990)

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

Complete if the organization answered "Yes" to Form 990, Part IV, question 23.

Attach to Form 990. See separate instructions.

<table>
<thead>
<tr>
<th>Name of the organization</th>
<th>Employer identification number</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEADERSHIP CONFERENCE ON CIVIL RIGHTS INC</td>
<td>52-0789800</td>
</tr>
</tbody>
</table>

## Part I  Questions Regarding Compensation

### 1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items:

- First-class or charter travel
- Travel for companions
- Tax indemnification and gross-up payments
- Discretionary spending account
- Housing allowance or residence for personal use
- Payments for business use of personal residence
- Health or social club dues or initiation fees
- Personal services (e.g., maid, chauffeur, chef)

### 1b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement for all the expenses described above? If "No," complete Part III to explain.

- Yes
- No

### 2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?

- Yes
- No

### 3 Indicate which, if any, of the following the organization uses to establish the compensation of the organization’s CEO/Executive Director. Check all that apply:

- Compensation committee
- Written employment contract
- Independent compensation consultant
- Compensation survey or study
- Form 990 of other organizations
- Approval by the board or compensation committee

### 4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization:

#### a Receive a severance payment or change-of-control payment?

- Yes
- No

#### b Participate in, or receive payment from, a supplemental nonqualified retirement plan?

- Yes
- No

#### c Participate in, or receive payment from, an equity-based compensation arrangement?

- Yes
- No

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

### Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.

#### 5 For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- The organization?

- Yes
- No

- Any related organization?

- Yes
- No

If "Yes," to line 5a or 5b, describe in Part III.

#### 6 For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- The organization?

- Yes
- No

- Any related organization?

- Yes
- No

If "Yes," to line 6a or 6b, describe in Part III.

#### 7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III.

- Yes
- No

#### 8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53.4958-4(a)(3)? If "Yes," describe in Part III.

- Yes
- No

#### 9 If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

- Yes
- No

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.
### Part II

**Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in 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) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a.

<table>
<thead>
<tr>
<th>(A) Name</th>
<th>(B) Breakdown of W-2 and/or 1099-MISC compensation</th>
<th>(C) Retirement and other deferred compensation</th>
<th>(D) Nontaxable benefits</th>
<th>(E) Total of columns (B)(i)-(D)</th>
<th>(F) Compensation reported in prior Form 990 or Form 990-EZ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wade J Henderson</td>
<td>(i) 1,163,000 (ii) 164,970</td>
<td>(iii) 0</td>
<td>(ii) 76</td>
<td>(ii) 10,723</td>
<td>(ii) 4,465</td>
</tr>
<tr>
<td>Karen McGill Lawson</td>
<td>(i) 3,517,000 (ii) 137,162</td>
<td>(iii) 0</td>
<td>(ii) 229</td>
<td>(ii) 8,915</td>
<td>(ii) 2,982</td>
</tr>
</tbody>
</table>
**Part III Supplemental Information**

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

<table>
<thead>
<tr>
<th>Identifier</th>
<th>Return Reference</th>
<th>Explanation</th>
</tr>
</thead>
</table>

**Schedule J (Form 990) 2009**
### Supplemental Information to Form 990

**2009**

**Name of the organization**
LEADERSHIP CONFERENCE ON CIVIL RIGHTS INC

**Employer identification number**
52-0789800

**Identifier** | **Return Reference** | **Explanation**
--- | --- | ---
Form 990, Part VI, Section A, line 6 | THE HIGHEST GOVERNING BODY OF LCCR IS THE NATIONAL BOARD THAT IS COMPRISED OF OVER 200 MEMBER ORGANIZATIONS

Form 990, Part VI, Section A, line 7a | EACH MEMBER ORGANIZATION SHALL DESIGNATE A REPRESENTATIVE TO THE NATIONAL BOARD, THE NATIONAL BOARD MEETS ANNUALLY AND AT OTHER TIMES AS DEEMED NECESSARY

Form 990, Part VI, Section A, line 7b | THE EXECUTIVE COMMITTEE OF THE NATIONAL BOARD CONSISTS OF THE OFFICERS OF THE NATIONAL BOARD AND NO MORE THAN 35 ADDITIONAL MEMBER REPRESENTATIVES. THE EXECUTIVE COMMITTEE SHALL EXERCISE ALL THE POWERS AND PREROGATIVES OF THE NATIONAL BOARD IN THE INTERIM BETWEEN BOARD MEETINGS

Form 990, Part VI, Section A, line 8b | THE COMMITTEES OF THE BOARD OF DIRECTORS DO NOT HAVE THE AUTHORITY TO ACT ON BEHALF OF THE GOVERNING BODY. THEREFORE, DOCUMENTATION OF COMMITTEE ACTIVITY IS HANDLED THROUGH THE MINUTES OF BOARD MEETINGS

Form 990, Part VI, Section B, line 11 | THE PROCESS FOR FORM 990 REVIEW PRIOR TO FILING IS A MANAGEMENT FUNCTION AT LCCR. IT IS REVIEWED BY THE VICE PRESIDENT OF FINANCE AND ADMINISTRATION AS WELL AS THE PRESIDENT AND CEO OF THE ORGANIZATION

Form 990, Part VI, Section B, line 15 | THE PROCESS FOR COMPENSATION APPROVAL IS BIFURCATED BETWEEN ANNUAL COST OF LIVING ADJUSTMENTS FOR ALL EMPLOYEES AND ONE-TIME INCREASES TO OBTAIN EQUITY BETWEEN STAFF AND THE MARKET FOR THE NOT-FOR-PROFIT SECTOR. ANNUAL COST OF LIVING INCREASES FOR ALL STAFF ARE APPROVED BY THE BOARD OF DIRECTORS FOR LCCR AS PART OF THE ANNUAL BUDGET PROCESS. ONE-TIME ADJUSTMENTS ARE BASED ON THIRD PARTY CONSULTATION RESULTING IN MARKET ANALYSIS OF SALARIES IN THE NOT-FOR-PROFIT SECTOR IN WASHINGTON, DC. SALARY RANGES AND SPECIFIC SALARIES FOR THE PRESIDENT ARE SET BY THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS. THE BOARD HAS A STANDING COMMITTEE FOR PERSONNEL ISSUES. ALL OTHER STAFF SALARIES ARE SET BY THE PRESIDENT AND CEO UNDER ADVICE OF A SALARY STUDY AND THIRD PARTY CONSULTATION

Form 990, Part VI, Section C, line 19 | LCCR MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE UPON REQUEST

Form 990, part XI, line 2c | the process has remained unchanged from the prior year

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**Identifier** | **Return Reference** | **Explanation**
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FORM 990, SCHEDULE G, PART 1, LINE 3 SEE FORM 990, PART VI, LINE 17, LIST OF STATES (CONTINUATION ON SCHEDULE O)
LEADERSHIP CONFERENCE ON CIVIL RIGHTS INC (LCCR) HAS AN ALLOCATION OF EMPLOYEES FROM LEADERSHIP CONFERENCE ON CIVIL RIGHTS EDUCATION FUND (LCCREF) ALL ALLOCATED PAYROLL EXPENSES ARE REPORTED ON LCCR'S 990. ALL FEDERAL EMPLOYMENT TAX RETURNS ARE FILED BY LCCREF ON BEHALF OF BOTH ORGANIZATIONS. FORM 990, PART IV, LINE 34 RELATIONSHIP TO ANY TAX-EXEMPT ENTITY PER THE INSTRUCTIONS, LEADERSHIP CONFERENCE ON CIVIL RIGHTS (LCCR) IS NOT RELATED TO LEADERSHIP CONFERENCE ON CIVIL RIGHTS EDUCATION FUND (LCCREF) BECAUSE THE SAME PERSONS DO NOT CONSTITUTE A MAJORITY OF THE MEMBERS OF THE GOVERNING BODY OF BOTH ORGANIZATIONS. THEREFORE, THE ORGANIZATIONS DO NOT QUALIFY AS RELATED BROTHER/SISTER NONPROFIT ORGANIZATIONS LCCR, WITH A BOARD OF 31 VOTING MEMBERS AND LCCREF, WITH A BOARD OF 9 VOTING MEMBERS, HAVE ONE RESPECTIVE BOARD MEMBER IN COMMON. SCHEDULE R IS NOT REQUIRED. FORM 990, PART VII, SECTION A, LINE 1A RELATED ORGANIZATION COMPENSATION REPORTING ALTHOUGH NOT REQUIRED BECAUSE THE ORGANIZATIONS ARE NOT RELATED SINCE THE SAME PERSONS DO NOT CONSTITUTE A MAJORITY OF THE MEMBERS OF THE GOVERNING BODY OF BOTH ORGANIZATIONS, LCCR IS REPORTING THE COMPENSATION PAID IN TOTAL TO THE COMMON OFFICERS, KEY EMPLOYEES, AND HIGHLY COMPENSATED EMPLOYEES OF LCCR AND LCCREF.

For Paperwork Reduction Act Notice, see the instructions for Form 990

Cat No 51056K

Schedule O (Form 990) 2009
<table>
<thead>
<tr>
<th>(A) Name and Title</th>
<th>(B) Average hours per week</th>
<th>(C) Position (check all that apply)</th>
<th>(D) Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>(E) Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>(F) Estimated amount of other compensation from the organization and related organizations</th>
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### Do not include amounts reported on line 6b, 8b, 9b, and 10b of Part VIII.

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