# 990

**Return of Organization Exempt From Income Tax** 



	35		Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (ex	cept private foundations									
Den	admeni	of the Treasury	▶ Do not enter social security numbers on this form as it may be	made public.	Open to Public								
		enue Service	► Information about Form 990 and its instructions is at www.irs.	gov/form990.	Inspection								
Ā	For t	пе 2016 са	lendar year, or tax year beginning , 2016, and ending		, 20								
			ame of organization NATIONAL CENTER FOR LAW AND	D Employer identifica	ation number								
В	Check if	applicable:	CONOMIC JUSTICE, INC.	23-731120	8								
	Addi		oing business as										
			umber and street (or P.O. box if mail is not delivered to street address) Room/suite	E Telephone number									
	Initia	I return 2	75 SEVENTH AVENUE 1506	(212) 633-6	967								
r		return/ C	ity or town, state or province, country, and ZIP or foreign postal code		**************************************								
		nated nded ]\	IEW YORK, NY 10001-6860	G Gross receipts \$	2,193,256.								
		cation F N	ame and address of principal officer. MARC COHAN	H(a) Is this a group retu	m for Yes X No								
_	pent		AME AS C ABOVE	subordinates? <b>H(b)</b> Are all subordinates in	ncluded? Yes No								
ī	Tax-e	empt status:	X 501(c)(3) 501(c) ( ) ◀ (insert no.) 4947(a)(1) or 527	If "No," attach a lis									
J	117		V.NCLEJ.ORG	H(c) Group exemption n	umber 🏲								
K				ormation: 1965 M State									
_	art'l	Summ											
	1	Briefly des	cribe the organization's mission or most significant activities: THE NATIONAL C	ENTER FOR LAW	AND ECONOMIC								
۵		JUSTIC	E, INC. (THE "CENTER") ADVANCES THE CAUSE OF ECONO	MIC JUSTICE									
anc			W-INCOME FAMILIES, INDIVIDUALS & COMMUNITIES ACROS										
ern	2												
30	3		voting members of the governing body (Part VI, line 1a)		26.								
•ಕ	4	Number of	independent voting members of the governing body (Part VI, line 1b)	4	26.								
Activities & Governance	5	Total num	per of individuals employed in calendar year 2016 (Part V, line 2a)		15.								
E VII	6	Total numi	per of volunteers (estimate if necessary)	6	36.								
Aci	7a	Total unre	ated business revenue from Part VIII, column (C), line 12	7a	0.								
			ted business taxable income from Form 990-T, line 34		0.								
	<u> </u>	TTOL GITTOIG	too sources takes mount of mount of mount of the source of	Prior Year	Current Year								
	8	Contributio	ons and grants (Part VIII, line 1h)	1,322,302.	1,176,738.								
Revenue	9		ervice revenue (Part VIII, line 2g)	736,592.	923,115.								
ve	10	Investmen	t income (Part VIII, column (A), lines 3, 4, and 7d)	7,490.	3,811.								
æ	11		nue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-54,934.	-48,078.								
	12		nue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	2,011,450.	2,055,586.								
-	13		d similar amounts paid (Part IX, column (A), lines 1-3)	0.	0.								
	14		aid to or for members (Part IX, column (A), line 4)	0.	0.								
"	15		ther compensation, employee benefits (Part IX, column (A), lines 5-10)	1,534,494.	1,668,878.								
Expenses			al fundraising fees (Part IX, column (A), line 11e)	0.	0.								
per	b	Total funds	raising expenses (Part IX, column (D), line 25) ► 365,278.										
ũ	17	Other eyne	nses (Part IX, column (A), lines 11a-11d, 11f-24e)	472,719.	393,606.								
	18	Total evne	nses. Add lines 13-17 (must equal Part IX, column (A), line 25)	2,007,213.	2,062,484.								
	19		ess expenses. Subtract line 18 from line 12	4,237.	-6,898.								
or	13	LICACHIGE IC		eginning of Current Year	End of Year								
anc	20 21 22	Total accet	<u> </u>	2,415,601.	2,407,988.								
Bal	24	Total liabili	s (Part X, line 16) ties (Part X, line 26)	132,287.	133,741.								
let,	22		or fund balances. Subtract line 21 from line 20.	2,283,314.	2,274,247.								
41	rt II		or fund balances. Subtract line 21 from line 20	2,200,014.	2,211,211								
			ure block  ury, I declare that I have examined this return, including accompanying schedules and statemer	ate and to the boot of le	nowledge and holiof it is								
true	e, corre	ct, and comp	ury, I declare that I have examined this return, including accompanying schedules and statement lete. Declaration of preparer (other than officer) is based on all information of which preparer has a	ny knowledge.	mowiedge and belief, It is								

Sign Here	Signature of officer  MARC COHAN EXECUTIVE DIRECTA	6/22/17 Date
Paid	Type or print name and title  Print/Type preparer's name  Preparer's signature  Preparer's signature  Preparer's signature  Preparer's signature  Preparer's preparer	7 Check if PTIN PD1598695
Preparer Use Only	Firm's name ▶ CONDON O'MEARA MYGINTY & DONNELLY L	Firm's EIN ▶ 13~3628255
	Firm's address None Battery Park Plaza, New York, NY 10004-1405	Phone no. 212-661-7777
May the IF	RS discuss this return with the preparer shown above? (see instructions)	X Yes No

For Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2016)

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

) (Revenue \$

4e Total program service expenses ▶

1,399,612.

JSA 6E1020 1.000

Form 990 (2016)

Par	Checklist of Required Schedules			rage .
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation? If "Yes,"			
	complete Schedule A.		X	<u> </u>
2 3	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	- 24	Х	ļ
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	3		x
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h)	1		A
	election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues,			<del>                                     </del>
	assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C,		}	
	Part III	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors			
	have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If			
7	"Yes," complete Schedule D, Part I.	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
8	the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>	7_		Х
Ŭ	complete Schedule D, Part III			Х
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a	8		^
	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	9		Х
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted			
	endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10	X	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI,		A Company	di di
	VII, VIII, IX, or X as applicable.		446	
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes,"			
	complete Schedule D, Part VI	11a	Х	
D	Did the organization report an amount for investments-other securities in Part X, line 12 that is 5% or more		Ì	
^	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.	11b		X
v	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.			Х
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets	11c		
	reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		Х
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		X
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses	110		
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		X
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII.	12a	Х	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If			
13	"Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		X
	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E.	13		X
b	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
	fundraising, business, investment, and program service activities outside the United States, or aggregate			
	foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		Х
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or	140		
	for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15	1	Х
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other			
	assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on			
40	Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on			
19	Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	X	
13	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?			v
	If "Yes," complete Schedule G, Part III	19		X

Page 4 Part IV Checklist of Required Schedules (continued) Yes No 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H. . . . . . X b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return.

Did the organization report more than \$5,000 of grants or other assistance to any domestic organization. 21 domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II . . . . 21 Х Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on 22 Χ Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the 23 organization's current and former officers, directors, trustees, key employees, and highest compensated Χ 23 Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than 24 a \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b 24a X b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?..... Did the organization maintain an escrow account other than a refunding escrow at any time during the year 24c d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . . . 25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit X b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? Χ Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any 26 current or former officers, directors, trustees, key employees, highest compensated employees, or Χ 26 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, 27 substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III....... 27 Χ Was the organization a party to a business transaction with one of the following parties (see Schedule L, 28 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 . . . . . . X b A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete 28b Х c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV..... Χ 28c Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M. . . . 29 Χ Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified 30 Χ Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, 31 X 31 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," 32 X 32 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations 33 sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I X 33 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, 34 X 34 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?..... Χ If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 . . . . . 35b Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable Χ 36 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, Х Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and

36

37

38

19? Note. All Form 990 filers are required to complete Schedule O.

Part V

Page 5

Pa	rt V Statements Regarding Other IRS Filings and Tax Compliance			rage U
	Check if Schedule O contains a response or note to any line in this Part V			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a 2 2 2	<b>5 W</b> 7		
þ	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable			
C	Did the organization comply with backup withholding rules for reportable payments to vendors and	107,100		
	reportable gaming (gambling) winnings to prize winners?	1c	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax	100.00	17361	all a
	Statements, filed for the calendar year ending with or within the year covered by this return 2a 1	5		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
•	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	2000		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	Ĺ	X
D	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b		
48	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	١.		,,
h	account)?	4a	Živos i	X
, ,				
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	E o		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5a 5b		X
C	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		<del></del>
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	- 00		
	organization solicit any contributions that were not tax deductible as charitable contributions?	6a		x
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or			
	gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods			
	and services provided to the payor?	7a	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	Х	
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was		ĺ	
	required to file Form 8282?	7c	Water Land Co.	X
d	If "Yes," indicate the number of Forms 8282 filed during the year			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
T ~	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
9 h	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
8	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
·	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the		DE CHE	
9	sponsoring organization have excess business holdings at any time during the year?	8	Estado.	
		9a		السائدا
b	Did the sponsoring organization make any taxable distributions under section 4966?	9b		
10	Section 501(c)(7) organizations. Enter:	35	201 SEE	\$11.24 M
а	Initiation fees and capital contributions included on Part VIII, line 12			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b			
11	Section 501(c)(12) organizations. Enter:			
	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources		e de la composição de l	
	against amounts due or received from them.)			
12 a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b		6.8	#福岡
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state?	13a	SERVICES	
	Note. See the instructions for additional information the organization must report on Schedule O.		***	
b	Enter the amount of reserves the organization is required to maintain by the states in which			
_	the organization is licensed to issue qualified health plans			
C 44~	Enter the amount of reserves on hand			17
ı4a h	Did the organization receive any payments for indoor tanning services during the tax year?	14a		<u>X</u>
JSA 6E1040	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b	000	/A - · - ·
JL 1040	IYO012 M261	rorm	330	(2016)

Part VI

Par	Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O.			
	Check if Schedule O contains a response or note to any line in this Part VI			X
Sect	ion A. Governing Body and Management		· · · ·	$\Lambda$
<u> </u>	CONTROL OF COLUMN AND AND AND AND AND AND AND AND AND AN	<b>3.3</b> 5	- Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	ľ		
	If there are material differences in voting rights among members of the governing body, or if the governing			
	body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent 1b 26		and a	
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?	2		<u> </u>
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?	3	\ <sup>Σ</sup>	
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	Σ	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	2	
6	Did the organization have members or stockholders?	6	2	<u> </u>
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	>	ζ.
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,		<u> </u>	
	stockholders, or persons other than the governing body?	7b	Σ	ζ
8	Did the organization contemporaneously document the meetings held or written actions undertaken during			
	the year by the following:			
а	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	Σ	ζ
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	9	7	ζ
Secti	on B. Policies (This Section B requests information about policies not required by the Internal Revenue	Code		
				No
	Did the organization have local chapters, branches, or affiliates?	10a	×	<u> </u>
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters,	406		
	affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b 11a	Х	
_	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	IId		
b 422	Describe in Schedule O the process, if any, used by the organization to review this Form 990.	12a	X	
	Did the organization have a written conflict of interest policy? If "No," go to line 13	1 54 64		
D	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Х	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"		<del></del>	
Ū	describe in Schedule O how this was done	12c	X	
13	Did the organization have a written whistleblower policy?	13	Х	
14	Did the organization have a written document retention and destruction policy?	14	Х	
15	Did the process for determining compensation of the following persons include a review and approval by			
	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b	X	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			25.4
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement	40-	×	7694 7
2_	with a taxable entity during the year?	16a	2	
Ð	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its			
	participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		
Secti	on C. Disclosure	, 02	!	
17	List the states with which a copy of this Form 990 is required to be filed ▶ NEW YORK			
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section	501(	:)(3)s o	nly)
	available for public inspection. Indicate how you made these available. Check all that apply.	`		• •
	Own website			
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interference of the conflict of the	erest	oolicy,	and
20	financial statements available to the public during the tax year.			
20	State the name, address, and telephone number of the person who possesses the organization's books and record MARC COHAN, NCLEJ, 275 SEVENTH AVENUE, SUITE 1506, NEW YORK, NY 10001-6860 212-633-6967	S: 📂		
				-

# Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

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

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar organization's tax year.



within the

• List all of the organization's current officers, directors, trustees (whether individuals or organizations) compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

amount of

- List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

	Check this box if neither	ar the organization nor	r any related organization	n compensated any current of	ficer, director, or trustee.

Shock the box is folder. the organization in	- Giry Tolaise	T			C)	11.6011			l l l l l l l l l l l l l l l l l l l	
(A)	(B)				ition			(D)	(E)	(F)
Name and Title	Average	(do)				e than c	one	Reportable	Reportable	Estimated
	hours per	box,	unles	s pe	rson	is both	an	compensation	compensation from	amount of
	week (list any	office	officer and a direct				tee)	from	related	other
	hours for related	٩ ja	ing	<u>Q</u>	6	em Hig	Fo	the organization	organizations (W-2/1099-MISC)	compensation
	organizations	Individual trustee or director	l titul	Officer	Key employee	ploy	Former	(W-2/1099-MISC)	(VV-2/1099-WIGC)	from the organization
	below dotted	or al	iona		lg lg	8 6		(		and related
	line)	rust	冒		ee	mpe				organizations
		8	Institutional trustee			Highest compensated employee				
						8				
(1)JENNIFER SELENDY	2.00									
CHAIR	0.	X		Х				0.	0.	0.
(2)DOUGLAS F. CURTIS	2.00									
VICE CHAIR	0.	X		Х				0.	0.	0.
(3)CASSANDRA BARHAM	2.00							•		
VICE CHAIR	0.	Х		Х		·		0.	. 0.	0.
(4)STEVEN M. EDWARDS	2.00				,					
TREASURER	0.	Х		Х				0.	0.	0
(5)SANDRA D. HAUSER	2.00									
SECRETARY	0.	Х		Х				0.	0.	0 .
(6)MARY LU BILEK	2.00									
DIRECTOR	0.	Х						0.	0.	0.
(7)PAUL M. DODYK	2.00									
DIRECTOR	0.	X						0.	0.	0 .
(8)ANDREW R. DUNLAP	2.00									
DIRECTOR	0.	X						0.	0.	0 .
(9)STACEY R. FRIEDMAN	2.00									
DIRECTOR	0.	Х						0.	0.	0 .
(10)MARY E. GERISCH	2.00									
DIRECTOR	0.	Х		Ì				0.	0.	0 .
(11)JOHN DEWITT GREGORY	2.00									
DIRECTOR	0.	X			Î			0.	0.	0.
(12)DAVID GRUENSTEIN	2.00				Ì			" "		, , , , , , , , , , , , , , , , , , , ,
DIRECTOR	0.	X						0.	0.	0 .
(13)HENRY B. GUTMAN	2.00									
DIRECTOR	0.	Х						0.	0.	0
(14)STEPHEN L. KASS	2.00				$\neg$					,
DIRECTOR	0.	Х					Ì	0.	0.	0 .

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Form 990 (2016)

Part VII Section A. Officers, Directors, Tru	ıstees, Ke	y En	nplo	оуе	es,	and l	Hig	hest Compensat	ed Emplo	yees (	continued)
(A)	(B)	(C)						(D)	(E)	(F)	
Name and title	Average	(40	n a t a		sition	a than a		Reportable	Reporta		Estimated
	hours per week (list any	¥ '				e than o is both		compensation from	compensati	os trom	arrount of other
	hours for	office	eran	dad	direc	tor/trus		the	oganiza		<b>L</b> ompensation
	related	Indiv	Insti	Officer	<b>₽</b>	High	F	organization	(W- <u>2/1099</u>	-MISC)	from the
	organizations below dotted	Individual to or director	Institutional	ğ	Key employee	lest	單	(W-2/1099-MISC)			organization and related
	line)	1 d all	nal		loye	e com					organizations
		trustee	truste		Ū	pens					:
		"	99			Highest compensated employee					
15) MARK A. KIRSCH	2.00		-		<del> </del>		<u> </u>				
DIRECTOR	0.	Х						0.		0.	0.
16) EDWARD P. KRUGMAN	2.00										
DIRECTOR	0.	X						0.		0.	0.
17) NANCY A. LIEBERMAN	2.00										
DIRECTOR	0.	X						0.		0.	0.
18) JAMES MCCLAMMY	2.00										
DIRECTOR	0.	X						0.		0.	0.
19) BRUCE RABB	2.00										
DIRECTOR	0.	X		ļ				0.		0.	0.
20) DAMARIS REYES DIRECTOR	2.00									_	
21) SHANNON ROSE SELDEN	0.	X					<b></b>	0.		0.	0.
DIRECTOR	2.00	.,								•	_
22) JEFF SHINDER	0.	X						0.		0.	0.
DIRECTOR	2.00	Х						o.		^	
23) JILL SHINN	2.00	Λ						0.		0.	0.
DIRECTOR	2.00	х						0.		0.	0
24) JOHN A. SHUTKIN	2.00							0.		υ.	0.
DIRECTOR	0.	х						0.		0.	0.
25) GEORGE YANKWITT	2.00	n						· ·		0,	· · · · · · · · · · · · · · · · · · ·
DIRECTOR	0.	х						o.l		0.	0.
1b Sub-total							•	0.		0.	0.
c Total from continuation sheets to Part VII, Se	ection A		• • •	• •		• • •	<b>A</b>	796,029.		0.	130,795.
d Total (add lines 1b and 1c)							>	796,029.	*	0.	130,795.
2 Total number of individuals (including but not I	imited to th	nose I	iste	d at	jove	e) who	те	ceived more than	\$100,000 c	 of	
reportable compensation from the organization	ı <b>▶</b>	6	5						,		
					•						Yes No
3 Did the organization list any former office	er, directo	r, or	tru	ste	e, k	(еу е	mp.	loyee, or highest	compensa	ated	
employee on line 1a? If "Yes," complete Schedu	ile J for suc	h indi	vidu	ıal .							3 X
4 For any individual listed on line 1a, is the s	um of rep	ortab	le c	om	pen	sation	n ar	nd other compens	ation from	the	
organization and related organizations gre	ater than	\$15	0,00	00?	- If	"Yes	." (	complete Schedul	e J for s	uch	
individual											4 X
5 Did any person listed on line 1a receive or	accrue cor	npens	satio	on f	rom	any	unr	elated organizatio	n or indivi	lual	
for services rendered to the organization? If "Ye Section B. Independent Contractors	s," complet	e Sch	edu	le J	for	such j	pers	son	· · · · · ·	<del></del>	5 X
			l -		4		41		H #400	200	
1 Complete this table for your five highest components of the organization. Report of compensation from the organization.	oensated ir omnensatio	idepe	nae	nt c	ont	ractor ar ves	rs tr	nat received more	than \$100 in the orga	,000 o nizatio	it n'e tav
year.	mportaatio	,,,,,,,,,	ii iC	Gai	CHU	ai yoc	ai C	nung with or with	iii tile olga	i iiZalioi	113 tax
(A)								/D\			(C)
Name and business add	ess							(B) Description of ser	vices	С	(C) compensation
NONE											
				•				P-104-10-401			
				-							
2 Total number of independent contractors (in	cluding bu	t not	lim	ited	to	thos	e lis	sted above) who	received		
more than \$100,000 in compensation from the	organizati	on 🔊			0			*	200		

Page 8

Part VII Section A. Officers, Directors, Tri	ustees, Ke	y En	ıplo	уе	es,	and l	Hig	hest Compensat	ed Empl	oyees (	continued)
(A) Name and title	(B) Average hours per week (list any hours for	age Position s per (do not check more the list any box, unless person is officer and a director					an	(D) Reportable compensation from the	Repor compensa rela organiz	table tien frem ed	Estimated amount of ther comment ation
	related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	organization (W-2/1099-MISC)	(W-2/1 <u>09</u>		from the organization and related organizations
26) OFELIA ZAPATA	2.00									<del></del>	
DIRECTOR	0.	Х						0.		0.	0.
27) MARGARITA ROSA FORMER EXECUTIVE DIRECTOR	35.00 0.			Х				129,048.		0.	14,688.
28) MARC COHAN EXECUTIVE DIRECTOR	35.00 0.			Х				173,576.		0.	24,452.
29) FRANCISCA D. FAJANA SENIOR ATTORNEY	28.00										
30) GREG L. BASS	0.					X		107,965.		0.	15,517.
SENIOR ATTORNEY	35.00 0.					Х		135,053.		0.	30,413.
31) VICTORIA L. HENDERSON DIRECTOR OF DEVELOPMENT	35.00 0.					х		109,593.		0.	23,640.
32) MARY R. MANNIX	28.00		$\dashv$	_				,		•	23,040.
DEPUTY DIRECTOR	0.					X		140,794.		0.	22,085.
					Ì						
to Sub-total  c Total from continuation sheets to Part VII, Sed Total (add lines 1b and 1c)	ection A						<b>A A</b>	, , , , ,			-
2 Total number of individuals (including but not I reportable compensation from the organization	imited to th	iose li	isted				red	ceived more than	\$100,000	of	
											Yes No
3 Did the organization list any former office employee on line 1a? If "Yes," complete Schedu	er, director ele J for suc	r, or h indi	trus vidu	stee al.	∋, k	еу е 	mpl	oyee, or highest	compens	sated • • •	3 X
4 For any individual listed on line 1a, is the sorganization and related organizations greindividual	um of repeater than	ortabl \$15	e co 0,00	omp )0?	oen: If	sation "Yes,	an "c	d other compens	ation from	the	4 X
5 Did any person listed on line 1a receive or for services rendered to the organization? If "Ye	accrue con	npens	atio	n fi	rom	any	unr	elated organizatio	n or indiv	idual	5 X
Section B. Independent Contractors	o, compion	00,,,	-			20,0,1,		<u>~~, , , , , , , , , , , , , , , , , , ,</u>			
<ol> <li>Complete this table for your five highest components of compensation from the organization. Report of year.</li> </ol>	pensated in ompensatio	depe n for	nder the	nt c	ont: end	ractor ar yea	s th ar ei	nat received more nding with or with	than \$10 in the org	0,000 o anizatior	f n's tax
(A) Name and business addr	<b>(B)</b> Description of ser	vices	С	(C) ompensation							
					·····						
2 Total number of independent contractors (in more than \$100,000 in compensation from the	cluding but organizati	t not on <b>⊳</b>	limi	ted	to	those	e lis	ted above) who	received		

	art V							
	XXXXXXXX	Check if Schedule O c	ontains a respo	onse or note to	any line in this Part	VIII		
					(A)	(B) Related or	(C)	(D)
				engaliteterik	Total revenue	exempt	Unrelated business	Revenue excluded from ta
	nd-di					function revenue	rev hue	under sections
92	n .			The State of		E ALEXANDERE EL CALENDAR E		5 2-514
Contributions, Gifts, Grants	≦  1a							1695
Ō	e b							
# 3	2 7 7 C	3		363,600	·			in the second
s,	i d			700 000				6 美国大地的
tion	ō e	J. anito (continue		100,000	1			
ngi	<u> </u>	All other contributions, gifts, and similar amounts not include		713,138				4.3 (3.6 %)
in the	2 .			·		100 State (100 State (		
	ı n				1,176,738.			
Service Revenue				Business Code	1,170,730.			
ž.	2a	ATTORNEY FEES		541100	923,115.	923,115		
28	ь				323/113/	923,113	•	
Vič.	C							
Ser	ď					****		
Program	е							<del></del>
160	f	All other program service revenue						
<u>_</u>	g				923,115.	na spilari de para esta	ere en Green plante de	
	3		cluding divider					
		and other similar amounts).		>	3,991.			3,991
	4	Income from investment of	tax-exempt bond	proceeds . 🟲	0.			
	5	Royalties		<u> </u>	0.			
			(i) Real	(ii) Personal				6.0000.00
	6a	Gross rents				<b>高级的</b>		14,000,000
	b	Less: rental expenses						
	C	Rental income or (loss)		<u> </u>				Cartesta Carte
	d 7a	Net rental income or (loss).  Gross amount from sales of			0.			
	1 "	assets other than inventory	(i) Securities	(ii) Other				
		· 1	55,597.					6 6 6 8 6 6
	p	Less: cost or other basis	EE 227	ļ				
	С	and sales expenses				100000000000000000000000000000000000000		
	d	Net gain or (loss)			-180.		Mendania California	
ds	8a	Gross income from fundral	ieina	<u> </u>	-100.			-180.
Other Revenue			363,600.		100 000 000	<b>11</b> 0.0000000000000000000000000000000000	200 pt 10 pt	
ě		of contributions reported on I	<del></del>					
er F		See Part IV, line 18		31,199.		Maria de la composición dela composición de la composición dela composición de la co		\$10.00
o t	b	Less: direct expenses		81,893.	200			
	c	Net income or (loss) from fur	ndraising events.	<u> ▶</u>	-50,694.			-50,694.
	9a	Gross income from gaming	activities.					
		See Part IV, line 19	a					
	b	Less: direct expenses						
	C	Net income or (loss) from ga	aming activities.	<b>&gt;</b>	0.			
	10a	Gross sales of invento	гу, less					
		returns and allowances						
	b b	Less: cost of goods sold	b					
		Net income or (loss) from sale Miscellaneous Revenue			0.		THE REAL PROPERTY OF THE PROPE	
			•	Business Code				
	11a	OTHER INCOME CONSULTING FEE	<del></del>	900099	866.	866.		
	b	COMBOLITING FEE		900099	1,750.	1,750.		
	C .	All other reverse	<del></del>					
	d	All other revenue	_				THE PARTY OF THE P	and the state of t
	e 12	Total. Add lines 11a-11d Total revenue. See instruction	· · · · · · · · · · · · · · · · · · ·	>	2,616. 2,055,586.	925-731		
		200 1100 00000	·····		4,000,006.	975.731 1		_45 003

23-7311208

### Part IX Statement of Functional Expenses

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

Check if Schedule O contains a response or note to any line in this Part IX Do not include amounts reported on lines 6b, 7b, (A) Total expenses Managème Program service 8b. 9b. and 10b of Part VIII. expenses general exp 1 Grants and other assistance to domestic organizations 0 and domestic governments. See Part IV, line 21 . . . . 2 Grants and other assistance to domestic 0 individuals. See Part IV, line 22 3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 . . . . . 0 0. Compensation of current officers, directors, 237,204. 341,764. 43,888 60,672. 6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) 0 703,737.7 Other salaries and wages 1,013,653. 131,220. 178,696. Pension plan accruals and contributions (include 65,044 45,044 7,831 12,169. section 401(k) and 403(b) employer contributions) 153,845 106,538 18,523 28,784. 94,572. 65,674. 12,326 16,572. Fees for services (non-employees): a Management 0 0 15,500 15,500. c Accounting 0. d Lobbying ....... e Professional fundraising services. See Part IV, line 17. f Investment management fees ...... 0. g Other. (If line 11g amount exceeds 10% of line 25, column 20,863 9,522. 8,768 2,573. (A) amount, (ist line 11g expenses on Schedule O.). . . . . . Office expenses . . . . . . . . . . . . . . . . . . 38,619. 16,836. 6,734. 15,049. 13 0 Information technology..... 0 15 Royalties..... 236,792 163,978. 28,510. 44,304. Occupancy 27,878 12,919. 13,933 1,026. 17 Payments of travel or entertainment expenses 0 for any federal, state, or local public officials Conferences, conventions, and meetings . . . . 0. 19 0 20 Payments to affiliates....... 0. 21 5,287. 3,661. 637 989. Depreciation, depletion, and amortization 22 2,003 7,855 5,181 671. 23 Other expenses, Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) aLITIGATION 7,300 7,300. bLIBRARY MAINTENANCE 11,123 10,928. 195. cEQUIPMENT RENTAL & MAINTENAN 4,467. 1,207. 6,451. 777 dOTHER EVENTS 117. 81. 14 22. 15,821 6,542. 6,930 2,349. e All other expenses . 365**,**278. 2,062,484. 1,399,612. 297,594 25 Total functional expenses. Add lines 1 through 24e Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here following SOP 98-2 (ASC 958-720) 0

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Form 990 (2016)

### Part X **Balance Sheet**

		Check if Schedule O contains a response of	or not	e to any line in this I	Part X.	- "						
				<u></u>	(A)	<del></del>						
		_			Beginning of year		(B) (B) ear					
	1	Cash - non-interest-bearing			46.881		246,258.					
	2	Savings and temporary cash investments			1,232,626		1,413,068.					
	3	Pledges and grants receivable, net			219,558		308,693.					
	4	Accounts receivable, net	• • •		733,901		331,519.					
	5	Loans and other receivables from current and	forme	r officers directors		· 4	331,319.					
		trustees, key employees, and highest c										
		Complete Part II of Schedule I	ompor	loated employees.	0	· 5						
	6	Complete Part II of Schedule L Loans and other receivables from other disqualified pers	ons (as	defined under section			0.					
		4950(I)(I)), persons described in section 4958(c)(3)(R)	and a	contributing employers	Product A Sugar, St. Co.							
	ĺ	and sponsoring organizations of section 501(c)(9) voluorganizations (see instructions). Complete Part II of Scho	intary (	employees' beneficiary	0	- 6	0.					
ets	7	Notes and loans receivable, net	Notes and loans receivable, net									
Assets	8	Inventories for sale or use			0		0.					
4	9	Prepaid expenses and deferred charges			58,558		42,277.					
	10 a	Land, buildings, and equipment: cost or	1 1		Province from the service of the ser		42,211.					
			10a	145,853.								
	b	Less: accumulated depreciation				400	13,945.					
	11	Investments - publicly traded securities				111	52,228.					
	12	Investments - other securities. See Part IV, line 11	0	12	0.							
	13	Investments - program-related. See Part IV, line 11	0	13	0.							
	14	Intangible assets	0	14	0.							
	15	Other assets. See Part IV, line 11		0.	15	0.						
	16	Total assets. Add lines 1 through 15 (must equal	1)	2,415,601.	16	2,407,988.						
	17	Accounts payable and accrued expenses			132,287		133,741.					
	18	Grants payable			0.		0.					
	19	Deletted tevenue		Ι 0.		0.						
	20	Tax-exempt bond liabilities	0.		0.							
	21	Escrow or custodial account liability. Complete Pa	f Schedule D	0.		0.						
es S	22	Loans and other payables to current and for	rmer	officers, directors.			ineracie parametera					
Liabilities		trustees, key employees, highest compens	sated	employees, and			Contraction of Financial Co					
jab		disqualified persons. Complete Part II of Schedule	L	, , ,	0.	22	0.					
!	23	Secured mortgages and notes payable to unrelate	ed third	parties	. 0.		0.					
	24	Unsecured notes and loans payable to unrelated t	hird pa	nrties	0.		0.					
	25	Other liabilities (including federal income tax, p	oayabk	es to related third		<u> </u>						
		parties, and other liabilities not included on lines	17-24	). Complete Part X								
		of Schedule D			0.	25	0.					
	26	lotal liabilities. Add lines 17 through 25	<i></i>		132,287.	26	133,741.					
'n		Organizations that follow SFAS 117 (ASC 958).	check	here ➤ X and	an mula da	MÇ/di						
Se		complete lines 27 through 29, and lines 33 and	34.									
lar	27	Unrestricted net assets			1,816,034.	27	1,673,333.					
ä	28	Temporarily restricted net assets			467,280.	28	600,914.					
nug	29	remainently restricted net assets			0.	29	0.					
or Fund Balances		Organizations that do not follow SFAS 117 (ASC 958), complete lines 30 through 34.	check	here 🕨 📗 and								
इं	30	Capital stock or trust principal, or current funds			and the second s	30						
SSE	31	Paid-in or capital surplus, or land, building, or equi	pment	fund	7/11-7-1	31						
77	32	Retained earnings, endowment, accumulated inco	me, o	r other funds		32						
Se	33	Total net assets or fund balances			2,283,314.		2,274,247.					
	34	Total liabilities and net assets/fund balances			2,415,601.	34	2,407,988.					
						~ 7	Form <b>990</b> (2016)					

orm 9	90 (2016)				Pag	ge <b>12</b>			
िटार	XI Reconciliation of Net Assets								
	Check if Schedule O contains a response or note to any line in this Part XI		<u></u>	<i>.</i>					
1	Total revenue (must equal Part VIII, column (A), line 12)	1		, 05					
2		<b>/2</b> 1		<b>7</b> 96	2,4	184.			
3	Revenue less expenses. Subtract line 2 from line 1	3	UP	<b>Y</b> -	6,8	398.			
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	2	2,283,314.					
5	Net unrealized gains (losses) on investments	5			2,1	69.			
6	Donated services and use of facilities				0.				
7	Investment expenses	7				0.			
8	Prior period adjustments	8				0.			
9	Other changes in net assets or fund balances (explain in Schedule O)	9				0.			
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line								
	33, column (B))	10	2	27	4,2	<u>:47.</u>			
Part						· · · · · ·			
	Check if Schedule O contains a response or note to any line in this Part XII	<u></u>							
	Accounting method used to prepare the Form 990: Cash X Accrual Other		fetes	Y	es	No			
1									
	If the organization changed its method of accounting from a prior year or checked "Other," ex Schedule O.	cpiain	IN List						
20	· · · · · · · · · · · · · · · · · · ·					X			
24	Were the organization's financial statements compiled or reviewed by an independent accountant?  If "Yes," check a box below to indicate whether the financial statements for the year were com			la Les ve	778km.	7.03.71			
	reviewed on a separate basis, consolidated basis, or both:	рпеа	Or						
	Separate basis Consolidated basis Both consolidated and separate basis								
h			2	<b>b</b> ≥	7				
IJ	Were the organization's financial statements audited by an independent accountant?		· · · —		i i	is played.			
	separate basis, consolidated basis, or both:	eu o	- a			alisana Arazinsa			
	X Separate basis Consolidated basis Both consolidated and separate basis								
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for or	versi	aht	21.41 20 1.12.12					
	of the audit, review, or compilation of its financial statements and selection of an independent according to the selection of the selection o			c >	ζ				
	If the organization changed either its oversight process or selection process during the tax year, ex								
	Schedule O.	<b>1</b>	1443						
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set	forth	ı in						
	the Single Audit Act and OMB Circular A-133?		3	a		X			
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo		the						
	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.			b					

### SCHEDULE A (Form 990 or 990-EZ)

**Public Charity Status and Public Support** 

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust. ► Attach to Form 990 or Form 990-EZ.

OMB No. 1545-0047 Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization

▶Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.g

NATIONAL CENTER FOR LAW AND Emplo ECONOMIC JUSTICE, INC. 23 Reason for Public Charity Status (All organizations must complete this part.) See instructions Part The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). 1 2 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the 4 hospital's name, city, and state: An organization operated for the benefit of a college or university owned or operated by a governmental unit described in 5 section 170(b)(1)(A)(iv). (Complete Part II.) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). X An organization that normally receives a substantial part of its support from a governmental unit or from the general public 7 described in section 170(b)(1)(A)(vi). (Complete Part II.) 8 A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college 9 or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or An organization that normally receives: (1) more than 331/3 % of its support from contributions, membership fees, and gross 10 receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 331/3 % of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.) 11 An organization organized and operated exclusively to test for public safety. See section 509(a)(4). An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes 12 of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B. Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C. Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, C its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) d that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V. Check this box if the organization received a written determination from the IRS that it is a Type II, Type III, functionally integrated, or Type III non-functionally integrated supporting organization. g Provide the following information about the supported organization(s) (i) Name of supported organization (ii) EiN (iii) Type of organization (iv) Is the organization (v) Amount of monetary (vi) Amount of (described on lines 1-10 isted in your governing support (see other support (see above (see instructions)) \_document? instructions) instructions) Yes No (A) (B) (C) (D) (E) Total

Page 2

Pa	Support Schedule for Orga (Complete only if you checked Part III. If the organization fa	ed the box on	line 5, 7, or 8	of Part I or if t	he organizatio	n failed to qua	(vi) llify under
Sec	tion A. Public Support	no to quality at	nder the teste	noted botow, p	occoc comple	at t art in.)	
	endar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015		(f) Total
		(a) 2012	(b) 2013	(0) 2014	(a) 2013		(i) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	1,170,821.	1,257,339.	1,876,121.	1,322,302.	1,176,738.	6,803,321.
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0.
3	The value of services or facilities furnished by a governmental unit to the organization without charge						0.
4	Total. Add lines 1 through 3	1,170,821.	1,257,339.	1,876,121.	1,322,302.	1,176,738.	6,803,321.
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount			The College of State			
_	shown on line 11, column (f)	ere ikon v temrifiku <b>u</b> r V isto (ji o	Alespain albert eine	Alexander (1997)	1997 (1977) W 187 (1977) (1977)		1,043,950.
6	Public support. Subtract line 5 from line 4.	- Phanicardal and Phanical Science					5,759,371.
	tion B. Total Support	1	T		· · · · · · · · · · · · · · · · · · ·	T	
	endar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
7	Amounts from line 4	1,170,821.	1,257,339.	1,876,121.	1,322,302.	1,176,738.	6,803,321.
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	5,436.	8,148.	9,441.	7,490.	3,991.	34,506.
9	Net income from unrelated business activities, whether or not the business is regularly carried on						0.
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . ATCH. 1	520.	14,036.	554.	1,057.	2,436.	18,603.
11	Total support. Add lines 7 through 10	(Ayen ástr hat törtés			AV Electronic (Societal Met	TRUPPORE CARBON BACKS	6,856,430.
12	Gross receipts from related activities, etc. (s					12	482,972.
13	First five years. If the Form 990 is f organization, check this box and stop here	or the organizat	ion's first, secon	d, third, fourth,	or fifth tax ve	ar as a section	501(c)(3)
Sec	tion C. Computation of Public Sup	port Percenta	ge				
14	Public support percentage for 2016 (li			11, column (f))		14	84.00%
15	Public support percentage from 2015	Schedule A, Pa	rt II, line 14			15	84.25%
16a	331/3% support test - 2016. If the c	-					,
	this box and stop here. The organization						
b	331/3% support test - 2015. If the c						
	check this box and stop here. The org						
17a	10%-facts-and-circumstances test - 2						
	10% or more, and if the organization						
	Part VI how the organization meets t						upported
h	organization						
IJ	10%-facts-and-circumstances test - 2						
	15 is 10% or more, and if the organization						
	Explain in Part VI how the organization						
18	supported organization	did not check o	hov on line 12		or 17h chack	this how and soo	••, • 🗀
	instructions	· · · · · · · · ·					<u>· · ·                                  </u>

Schedule A (Form 990 or 990-EZ) 2016

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Part III	Support Schedule for Organizations Described in Section 509(a)(2)		· · · · · · · · · · · · · · · · · · ·
	(Complete only if you checked the box on line 10 of Part I or if the organization failed If the organization fails to qualify under the tests listed below, please complete Part II.	to qualify under F	art II.
	A. Public Support	CONT	

Sec	ction A. Public Support	***************************************		***************************************	- W- A	COD	WY
Cale	endar year (or fiscal year beginning in) 🕨	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 201	(f) Total
1	Gifts, grants, contributions, and membership fees						
	received. (Do not include any "unusual grants.")						
2	Gross receipts from admissions, merchandise						·
	sold or services performed, or facilities						
	furnished in any activity that is related to the						
	organization's tax-exempt purpose						
3	Gross receipts from activities that are not an			-			
	unrelated trade or business under section 513.						
4	Tax revenues levied for the						
	organization's benefit and either paid						
	to or expended on its behalf						
5	The value of services or facilities	·- ·- ·- ·- · · · · · · · · · · · · · ·				·····	
	furnished by a governmental unit to the					·	
	organization without charge						
6	Total. Add lines 1 through 5		V				
	Amounts included on lines 1, 2, and 3					<del></del>	
	received from disqualified persons						
b	Amounts included on lines 2 and 3						
	received from other than disqualified						
	persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
	Add lines 7a and 7b						
8	Public support. (Subtract line 7c from	V2505 (C808) p45/44005	geirostano, repristorantes	ongo gana la passa (Sec.	eveneces communication	gui se apparation de la composiçõe de la c	
•	line 6.)			ray (na haife raff) arta yare nga naghi angayang ketakan ya			
Sec	tion B. Total Support		Visignation (Inches in all the national	Harry our classic of a continue to			
	ndar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
9	Amounts from line 6	(4) 20 12	(2) 2010	(4) 2013	(4) 2010	(e) 2010	(f) Total
	Gross income from interest, dividends.						<del>-</del>
	payments received on securities loans.					1	
	rents, royalties and income from similar sources						
b	Unrelated business taxable income (less			**		*****	·
-	section 511 taxes) from businesses						
	acquired after June 30, 1975		,	·		J	
r	Add lines 10a and 10b						
11	Net income from unrelated business		, .		·		<del></del>
••	activities not included in line 10b,						
	whether or not the business is regularly				·		
	carried on						~~~~~~~ <u>~~</u>
12	Other income. Do not include gain or		İ				
	loss from the sale of capital assets			İ			
13	(Explain in Part VI.)						
10	Total support. (Add lines 9, 10c, 11,					MINISTERIOR	
14	and 12.)	<u> </u>					
14	First five years. If the Form 990 is f	or the organizat	ion's first, seco	nd, third, fourth,	or fifth tax ye	ar as a section	501(c)(3)
Sec	organization, check this box and stop here	· · · · · · · · · · · · · · · · · · ·					▶ │ │
15	tion C. Computation of Public Sup						
	Public support percentage for 2016 (line 8	, column (f) divide	d by line 13, colun	nn (f))		15	%
16 Sec	Public support percentage from 2015 Sche	edule A, Part III, line	e 15			16	<u>%</u>
	tion D. Computation of Investmen						
17	Investment income percentage for 2016 (lin	ne 10c, column (f	) divided by line 1	3, column (f))		17	%
18	Investment income percentage from 2015	Schedule A, Part I	II, line 17			18	%
19 a	33 1/3 % support tests - 2016. If the org						
_	17 is not more than 331/3%, check th						
b	33 1/3 % support tests - 2015. If the orga						
	line 18 is not more than 331/3 %, check						
20	Private foundation. If the organization is	did not check a	hov on line 1	4 10a or 10h	check this how	and see instru	otione 🛌 📗

1

2

3a

3b

3c

4a

4b

4c

5a

5b

5c

6

7

8

9a

es No

### Part IV Supporting Organizations

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

Section	A.	ΑII	Supporting Organizations
			- appoining Organizations

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

Part	V Supporting Organizations (continued)			
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	and the state of t	N.		
	below, the governing body of a supported organization?	11		
	A family member of a person described in (a) above?	11b		
<u>c</u>	A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.	11c		
Sect	on B. Type I Supporting Organizations			
			Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to	1920		
	regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the			
	tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or	-1202-11 1120-23		
	controlled the organization's activities. If the organization had more than one supported organization,	3.3		
	describe how the powers to appoint and/or remove directors or trustees were allocated among the supported			
_	organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		- 400 400 7
2	Did the organization operate for the benefit of any supported organization other than the supported			886
	organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated,			
	supervised, or controlled the supporting organization.	. S S.	MET.	sa.d
Secti	on C. Type II Supporting Organizations	2		
	on on the state of		V	
1	More a majority of the approximation of the district of the formation of t	775446	res	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in <b>Part VI</b> how control			
	or management of the supporting organization was vested in the same persons that controlled or managed	945.VE		
	the supported organization(s).	1		PUNJES!
Secti	on D. All Type III Supporting Organizations			L
			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the	1.000.00	Ž.	
	organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of			
	the organization's governing documents in effect on the date of notification, to the extent not previously			
	provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported	, dis	Trug-	
	organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how			
	the organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described in (2), did the organization's supported organizations have a			
	significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in <b>Part VI</b> the role the organization's		aciuste. Schlade	
	supported organizations played in this regard.			
Section	on E. Type III Functionally Integrated Supporting Organizations	3		
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see ins	4		
a	The organization satisfied the Activities Test. Complete <b>line 2</b> below.	tructio	ons).	
b	The organization is the parent of each of its supported organizations. Complete line 3 below.			
C	The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see	inetrue	tionel	
_			Yes	No
2	Activities Test. Answer (a) and (b) below.	A STORY		
а	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of	11000	Kala	
	the supported organization(s) to which the organization was responsive? If "Yes," then in <b>Part VI identify</b> those supported organizations and explain how these activities directly furthered their exempt purposes,			
	how the organization was responsive to those supported organizations, and how the organization determined	KINEY.		
	that these activities constituted substantially all of its activities.	2a	* L. M. * L. * C. * C. * C. * C. * C. * C. * C	riarità rest sens silli
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more	<b>技術的</b>		ŠI (1984)
~	of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the			10.541
	reasons for the organization's position that its supported organization(s) would have engaged in these			
	activities but for the organization's involvement.	2b	<u></u>	
3	Parent of Supported Organizations. Answer (a) and (b) below.			1100000
а	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or	24775(31) -12182615	enderstein Santarfal Handaria	
	trustees of each of the supported organizations? Provide details in Part VI.	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each			47227
	of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.	3b		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Orga	nizatio	ns	rage
1 Check here if the organization satisfied the Integral Part Test as a qualifying	na frust a	n Nov. 20. 1970 (evolui	n in Port \/I\ C
instructions. All other Type III non-functionally integrated supporting organ	izations	must complete Section	is A through
Section A - Adjusted Net Income		(A) Prior Y ar	Dulfent Year (obtional)
1 Net short-term capital gain	1		(Quality lai)
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		1
4 Add lines 1 through 3.	4		
5 Depreciation and depletion	5		
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7 Other expenses (see instructions)	7		· · · · · · · · · · · · · · · · · · ·
8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4).	8	*·····································	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	je pisež Sežendi		r & Venus så reerestidsmet : r krad bevoerst slager och
a Average monthly value of securities	Alangari		
b Average monthly cash balances	1a		
c Fair market value of other non-exempt-use assets	1b		
d Total (add lines 1a, 1b, and 1c)	1c		
e Discount claimed for blockage or other	1d	er i barr tektorrat a seki i keka sirak kelebakan di sebaka	
factors (explain in detail in Part VI):	1 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	i andronomica de la composició de la com	GENTALIS CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CO
2 Acquisition indebtedness applicable to non-exempt-use assets			
3 Subtract line 2 from line 1d.	2		
Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	3 4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by .035.	6	- Andrews	
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		
Section C - Distributable Amount	.93 .22 .23		Current Year
1 Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2 Enter 85% of line 1.	2	til an debye gerreja (Associazo) koko ja an a	
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4 Enter greater of line 2 or line 3.	4		<del> </del>
5 Income tax imposed in prior year	5		<u> </u>
6 Distributable Amount. Subtract line 5 from line 4, unless subject to			
emergency temporary reduction (see instructions).	6		
7 Check here if the current year is the organization's first as a non-functionally		ted Type III supporting	ranization (acc
instructions).	, integra	rod i Nhe iii suhhottiitä (	nyanization (see

Schedule A (Form 990 or 990-EZ) 2016

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े वार्	7 7	Supporting Organiza	ations (continued)	
Sect	ion D - Distributions			Current Year
1	Amounts paid to supported organizations to accomplish e			
2	Amounts paid to perform activity that directly furthers exe	mpt purposes of suppo	rted	ONY
	organizations, in excess of income from activity			()PY
3	Administrative expenses paid to accomplish exempt purp	nizations	<del>                                     </del>	
4	Amounts paid to acquire exempt-use assets			
- 5	Qualified set-aside amounts (prior IRS approval required)	WF		<del></del>
6	Other distributions (describe in Part VI). See instructions.	<del></del>		
7	Total annual distributions. Add lines 1 through 6.			
8	Distributions to attentive supported organizations to which	the organization is res	nonsive	
	(provide details in Part VI). See instructions.	Politivo		
9	Distributable amount for 2016 from Section C, line 6	1 10/1/cs	····	· · · · · · · · · · · · · · · · · · ·
10	Line 8 amount divided by Line 9 amount			
	200 Julio o amount		/ / / /	
;	Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions	(iii) Distributable
		- Added Bloth Bactoria	Pre-2016	Amount for 2016
1	Distributable amount for 2016 from Section C, line 6	26.000.036(3) (20.02.71)		
	Underdistributions, if any, for years prior to 2016			
2	(reasonable cause required-explain in Part VI). See	29 July 127 22 107 25 25 25 25 25 25 25 25 25 25 25 25 25		
	instructions.			orleano di la composito del 2015 de 20
3	Excess distributions carryover, if any, to 2016:			TO STATE OF THE ST
а		ar gararet gerakerek	sing in confidential court for the	
b		STATESTAND AND STREET	2710000 (40000 (50000) (5000)	
С	From 2013			
d	From 2014		Constitute and the same of the	
е	From 2015			
f	Total of lines 3a through e			
g	Applied to underdistributions of prior years		and and a second	
h	Applied to 2016 distributable amount			The state of the s
i	Carryover from 2011 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4	Distributions for 2016 from			
	Section D, line 7:			
а	Applied to underdistributions of prior years	en de mini deste de mesadiga pas e e e e e	and training and a second seco	
b	Applied to 2016 distributable amount	Personal management of the second		Control of the second of the s
С	Remainder. Subtract lines 4a and 4b from 4.	,		
5	Remaining underdistributions for years prior to 2016, if		A COLUMN TO A COLU	
	any. Subtract lines 3g and 4a from line 2. For result			Proposition of Alberta Acceptance
	greater than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2016. Subtract lines 3h	o o e o sere e cue	richt is bei beitenbeit.	and control from the control of the
	and 4b from line 1. For result greater than zero, explain in			
	Part VI. See instructions.	Late of the control o		
7	Excess distributions carryover to 2017. Add lines 3j	The second of the second secon	Particular of the control of the con	
	and 4c.			
8	Breakdown of line 7:			
а			value Par Durais Sectoral Paris	
b	Excess from 2013			AL DAY OF PROPERTY OF THE PROP
c	Excess from 2014	ranga erga (a 2000) da nga nasangan (asanga) na Asangan angangan nasangan nasangan		
d	Excess from 2015			
е	Excess from 2016			
		and device and remaining and property of the second		NAME OF THE PROPERTY OF THE PROPERTY OF THE

Schedule A (Form 990 or 990-EZ) 2016

2013

Part VI

DESCRIPTION

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

<b>±</b>	ATTACHMENT I				
5	2016	TOTAL			
607.	686.	16,403.			
450	4 750				

2012

OTHER INCOME	520.	14,036.	55 <b>4</b> .	607.	686.	16,403.
CONSULTING INCOME				450.	1,750.	2,200.
TOTALS	520.	14,036.	554.	1,057.	2,436.	18,603.

### SCHEDULE D (Form 990)

## **Supplemental Financial Statements**

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

▶ Attach to Form 990.

Department of the Treasury Internal Revenue Service Name of the organization

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

NATIONAL CENTER FOR LAW AND

Employ

Employed den ice de num
23-7311208

OMB No. 1545-0047

Open to Public

ECONOMIC JUSTICE, INC.

Part Conganizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

	Complete if the organization answered	"Yes" on Form 990, Part IV, line 6.	i riocounto.
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor	r advisors in writing that the assets held	d in donor advised
	funds are the organization's property, subject to the	e organization's exclusive legal control? ,	Yes No
6	Did the organization inform all grantees, donors, a		
	only for charitable purposes and not for the bene		
900000	conferring impermissible private benefit?		Yes No
	rt II Conservation Easements.	INC. 41 - 000 D 4 R 4 R 4	
	Complete if the organization answered		
1	Purpose(s) of conservation easements held by the	i I	
	Preservation of land for public use (e.g., rec		n of a historically important land area
	Protection of natural habitat	Preservation	n of a certified historic structure
2	Preservation of open space	-1.4	to the feet
2	Complete lines 2a through 2d if the organization he easement on the last day of the tax year.	eid a qualified conservation contribution i	Held at the End of the Tax Year
а	- · · · · · · · · · · · · · · · · · · ·		100000000000000000000000000000000000000
a b	Total paragra restricted by consequents		24
C	Total acreage restricted by conservation easements Number of conservation easements on a certified	S	2b 2c
d	Number of conservation easements included in (c		20
-	historic structure listed in the National Register.	of acquired after 6717700, and not off a	2d
3	Number of conservation easements modified, trar	referred released extinguished or termi	
	tax year ▶	ioroto, robusou, skinguisrou, or term	mated by the organization during the
4	Number of states where property subject to conse	rvation easement is located >	
5	Does the organization have a written policy reg		ction, handling of
	violations, and enforcement of the conservation ea		
6	Staff and volunteer hours devoted to monitoring, inspec		
	<b>—————————————————————————————————————</b>	•	
7	Amount of expenses incurred in monitoring, inspec	ting, handling of violations, and enforcing o	conservation easements during the year
	<b>&gt;</b> \$		·
8	Does each conservation easement reported on line 2		
_	and section 170(h)(4)(B)(ii)?		Yes No
9	In Part XIII, describe how the organization reports		
	balance sheet, and include, if applicable, the text of	of the footnote to the organization's finan	cial statements that describes the
Đ	organization's accounting for conservation easeme		au Similar Aparta
	Organizations Maintaining Collections Complete if the organization answered	"Ves" on Form 990 Part IV line 8	er Similar Assets.
4.			
1a	If the organization elected, as permitted under SF works of art, historical treasures, or other similar public service, provide, in Part XIII, the text of the form	-AS 116 (ASC 958), not to report in its ar assets held for public exhibition, edi	revenue statement and balance sheet ucation, or research in furtherance of
b	If the organization elected, as permitted under s	SFAS 116 (ASC 958), to report in its	revenue statement and balance sheet
	works of art, historical treasures, or other similar public service, provide the following amounts relati	ar assets held for public exhibition, edi	ucation, or research in furtherance of
	(i) Revenue 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 an		
_	following amounts required to be reported under S		
а	Revenue included in Form 990, Part VIII, line 1	ind in the case item	is. 
b	Assets included in Form 990, Part X.		
For F	aperwork Reduction Act Notice, see the Instructions for	Form 990.	Schedule D (Form 990) 2016

	NAT	'IONAL CENTER	FOR LAW AND			23-731	.1208	
Sche	dule D (Form 990) 2016							Page 2
ខគ	t III Organizations Maintainir	na Collections of	Art. Historical T	reasures.	or Other Simi	lar Asset	s (conti	
3	Using the organization's acquisition							
•	collection items (check all that app		other records, ence	it ally of the	e ronowing that	aic a sigili	mcant us	e oi its
_	<del>year a manager</del>	ıy <i>)</i> .						
а	Public exhibition		<b>—</b>	or exchange	programs		n v	
b	Scholarly research		e Other					
C	Preservation for future gener	rations						
4	Provide a description of the organ	nization's collections	and explain how	they further	the organization	's exempt	purpose	in Part
	XIII.		·	-	· ·	·		
5	During the year, did the organization	n solicit or receive o	lonations of art hist	orical treasi	ires or other simi	ilar		
	assets to be sold to raise funds rath						Yes	
	t V Escrow and Custodial Ar		anica as part of the t	organizatioi	13 CONECTION:	<u>···</u>	162	No
	Complete if the organizat 990, Part X, line 21.		s" on Form 990, P	art IV, line	9, or reported a	n amount	on Form	1
1a	Is the organization an agent, truste	e, custodian or othe	er intermediary for o	ontributions	or other assets no	ot		
	included on Form 990, Part X?					Γ	Yes	No
h	If "Yes," explain the arrangement is	Dart VIII and come	ioto tha fallowing tak	in.			163	140
	ii 100; explain the arrangement is	r r art Am and comp	nete the following tal	л <del>о</del> .	T		···	TV.11.
_	Designing halans			<u> </u>		Amount		
c	Beginning balance			<u>1c</u>	<u> </u>			
a	Additions during the year			<u>1d</u>				
e	Distributions during the year	. <b></b>		<u>1e</u>				
f	Ending balance			1f				
2a	Did the organization include an am	ount on Form 990, I	Part X, line 21, for e	scrow or cu	istodial account lia	ability?	Yes	No
	If "Yes," explain the arrangement in							
	itV Endowment Funds.							
100000000000000000000000000000000000000	Complete if the organizati	ion answered "Yes	" on Form 990 Pa	art IV line	10			
		(a) Current year	(b) Prior year	(c) Two yea		years back	(e) Four ye	
	<u> </u>	1,876,211.	1,876,957.					
1a	5 5 ,			1,471		6,246.		3,253
b	Contributions	266,603.	85,042.	461	,559. 22	2,510.		0,050
C	Net investment earnings, gains,							
	and losses	31.	142,962.	230	,137. 19	0,505.	14	9,012
d	Grants or scholarships							
	Other expenditures for facilities							
_	and programs	133,000.	228,750.	286	,000. 14	8,000.	10	6,069
£	Administrative expenses	· · · · · · · · · · · · · · · · · · ·	•		<u></u>			.,
		2,009,845.	1,876,211.	1,876	957 1 47	1,261.	1 20	6,246
	End of year balance				<del>`                                    </del>	1,201.		70,240
2 a	Provide the estimated percentage Board designated or quasi-endowm	ent ▶ <u>70.1015</u>	end balance (line 1g, _%	column (a))	held as:			
b	Permanent endowment	%						
C	Temporarily restricted endowment		,					
	The percentages on lines 2a, 2b, a					•		
3 a	Are there endowment funds not in t	the possession of th	e organization that	are held an	d administered for	the		
	organization by:		_				Ye	s No
	(i) unrelated organizations					•	3a(i)	Х
	(ii) related organizations						3a(ii)	X
b							<del>  ` '  -</del>	
4	If "Yes" on line 3a(ii), are the relate				• • • • • • • •		3b	L
	Describe in Part XIII the intended u	ses of the organizat	tion's endowment fur	ids.				
Par	Land, Buildings, and Equi Complete if the organizat	pment. ion answered "Ve	s" on Form 990 D	art IV/ line	11a See Form	aan Part	X line 1	Λ
	Description of property	(a) Cost or		rother basis	(c) Accumulated		Book value	
		(invest		ther)	depreciation	(0)	POOK ANIGE	
1 a	Land			i	hidzo szincz C. cz. czes z C. cowe sz. c. so. cz. d		_	
b	Buildings							
C	Leasehold improvements		1	82,217.	82,217.		<del></del>	
d	Equipment			63,636.	49,691.		13	,945.
					,			

Schedule D (Form 990) 2016

13,945.

49,691

e Other

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)

Schedule D (Form 990) 2016

Part VII

Investments - Other Securities.

	Complete if the organization answered	"Yes" on Form 990,	, Part IV, line 11b. See Form 990, Part X, line 12.
•	(a) Description of security or category (including name of security)	( <b>b</b> ) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financi	al derivatives		
(2) Closely	-held equity interests		
(3) Other_			
(A) (B)			
(C)		*****	
(D)			
(E)		·······	<del></del>
(F)			
(G)	4	7000	and the same of th
(H)			
Total. (Column	n (b) must equal Form 990, Part X, col. (B) line 12.)	7	
Part VIII	Investments - Program Related.	"Yes" on Form 990,	Part IV, line 11c. See Form 990, Part X, line 13.
	(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)			
(2)			
(3)			
(4) (5)			
(6)			
(7)			
(8)			
(9)			
Total. (Column	(b) must equal Form 990, Part X, col. (B) line 13.)		A Zaz Pozity o Konstanto Proporti proporti proporti proporti proporti proporti proporti proporti proporti prop
Part IX	Other Assets.		
			Part IV, line 11d. See Form 990, Part X, line 15.
(1)	(a) Des	cription	(b) Book value
(2)			
(3)			
(4)		· .	
(5)		. 40/40/44	
(6)			
(7)		· · · · · · · · · · · · · · · · · · ·	
(8)		T-2//	
(9)			
Fotal. (Colu.	mn (b) must equal Form 990, Part X, col. (B) lir	ne 15.)	
Part X	Other Liabilities.		Part IV, line 11e or 11f. See Form 990, Part X,
1.	(a) Description of liability	(b) Book value	
(1) Federa	al income taxes	(,, -, -, -, -, -, -, -, -, -, -, -, -, -	
(2)			
(3)		***************************************	
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
	n (b) must equal Form 990, Part X, col. (B) line 25.)		
. Liability for	uncertain tax positions. In Part XIII, provide the to	ext of the footnote to the	organization's financial statements that reports the
en	nability for uncertain tax positions under FIN 48 (	ASC 740). Check here if	the text of the footnote has been provided in Part XIII

Part	Reconciliation of Revenue per Audited Financial Statements With Revenue per Retur Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.	n.	
1	Total revenue, gains, and other support per audited financial statements	1	2,105,104.
2	Amounts included on line 1 but not on Form 000. Part VIII line 12:	M	TOTAL
а	Net unrealized gains (losses) on investments	JU	PYI
b	Donated services and use of facilities	1/35/11/05	
С	Recoveries of prior year grants		
d	Other (Describe in Part XIII.)		
· e	Add lines 2a through 2d	2e	49,518.
3	Subtract line 2e from line 1	3	2,055,586.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:	16. 1. 17.7 1. 25. 1. 19.5 1. 25. 1. 19.5	
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
b	Other (Describe in Part XIII.)		
С	Add lines 4a and 4b	4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	2,055,586.
Part			
1	Total expenses and losses per audited financial statements	1	2,114,171.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
а	Donated services and use of facilities		
b	Prior year adjustments		
С	Other losses		
d	Other (Describe in Part XIII.)		
е	Add lines 2a through 2d	2e	51,687.
3	Subtract line 2e from line 1	3	2,062,484.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:	72.0	
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a	24.500 i 55 25.000 i 55 25.000 i 55.000	
	Other (Describe in Part XIII.)		
	Add lines 4a and 4b	4c	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	2,062,484.
2; Part	e the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Pa XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional inforr PAGE 5	art V, li	ine 4; Part X, line
		1	
			•
	·		
			W-1-W-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1
			<del></del>
			-

### Part XIII Supplemental Information (continued)

PART V - LINE 4

TEMPORARILY RESTRICTED NET ASSETS CONSIST OF GRANTS AND CONTRIBUTIONS

THAT ARE RESTRICTED BY THE DONOR FOR A SPECIFIC PURPOSE OR RELATE TO

FUTURE PERIODS. ONCE THAT SPECIFIC PURPOSE HAS BEEN MET OR TIME

RESTRICTION EXPIRES, THE FUNDS ARE RELEASED FROM THEIR RESTRICTION.

STABILIZATION FUND: DURING 2000, THE BOARD OF DIRECTORS (THE "BOARD")

AUTHORIZED THE ESTABLISHMENT OF THE STABILIZATION FUND. IN CONNECTION

THEREWITH, THE BOARD ALSO AUTHORIZED A TRANSFER OF \$300,000 INTO THE

NEWLY ESTABLISHED FUND. FUNDS FOR THE STABILIZATION FUND COME FROM A

PORTION OF THE ATTORNEY FEES GENERATED BY THE CENTER, AS DETERMINED BY

THE BOARD. IN 2012, THE BOARD DETERMINED THAT THE STABILIZATION FUND

SHOULD BE CREDITED WITH THE LESSER OF EITHER (1) 50% OF LEGAL FEES

ACTUALLY RECEIVED AND APPROPRIATELY ACCRUED OR (2) THE AMOUNT THAT WOULD

BE REMAINING AFTER APPLICATION OF SUCH FEES TO ANY OPERATING DEFICIT THAT

WOULD OTHERWISE RESULT. THE NET ASSETS OF THE FUND CAN BE USED AT THE

DISCRETION OF THE BOARD.

### SCHEDULE G (Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service

### Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization NATIONAL CENTER FOR LAW AND Emplo ECONOMIC JUSTICE, INC. 23 Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Fart IV, line 17 Part I Form 990-EZ filers are not required to complete this part. Indicate whether the organization raised funds through any of the following activities. Check all that apply. 1 а Mail solicitations е Solicitation of non-government grants b Internet and email solicitations f Solicitation of government grants Phone solicitations C Special fundraising events d In-person solicitations 2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. (v) Amount paid to (iii) Did fundraiser have (vi) Amount paid to (i) Name and address of individual (iv) Gross receipts (or retained by) custody or control of (ii) Activity (or retained by) or entity (fundraiser) fundraiser listed in from activity contributions? organization col. (i) Yes No 1 2 3 4 8 10 Total List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

_	,
Page	a 7

Pa		Fundraising Events. Complete than \$15,000 of fundraising ever gross receipts greater than \$5,000.	nt contributions and gros			
			(a) Event #1 BENEFITS DINNER	(b) Event #2	(c) Other even	a d col (a) through
ō			(event type)	(event type)	(total number)	001. (07)
Revenue	1	Gross receipts	394,799.			394,799.
ř		Less: Contributions	363,600.			363,600
	3	line 2)	31,199.			31,199
	4	Cash prizes				
	5	Noncash prizes			, PANASAN	
sesue	6	Rent/facility costs	22,778.			22,778.
Direct Expenses	7	Food and beverages	41,665.			41,665.
Direc	8	Entertainment			,	
	9	Other direct expenses	17,450.			17,450.
en andre e	10 11 11	Direct expense summary. Add lines 4 Net income summary. Subtract line 1 Gaming. Complete if the orga than \$15,000 on Form 990-E	0 from line 3, column (d)	)	<b>&gt;</b>	81,893. -50,694. orted more
Revenue			(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Re	1	Gross revenue				
Ø	2	Cash prizes				
Expenses		Noncash prizes			r., 1	
Direct E		Rent/facility costs	,			
	5	Other direct expenses	,			
		Volunteer labor	Yes%	Yes%	Yes%	
	7	Direct expense summary. Add lines 2	through 5 in column (d)			
	8	Net gaming income summary. Subtra	ct line 7 from line 1, colu	ımn (d)	<b>&gt;</b>	
9 a b	E:	nter the state(s) in which the organizati	ion conducts gaming act	tivities: of these states?		. Yes No
l0a b	W	ere any of the organization's gaming li "Yes," explain:		nded or terminated durir	ng the tax year?	. Yes No
					Schadula	G (Form 990 or 990-EZ) 2016

Sched	Jule G (Form 990 or 990-EZ) 2016 Page 3
11 12	Does the organization conduct gaming activities with nonmembers?
13 a	formed to administer charitable gaming?
b	The organization's facility  An outside facility  138  %  138  %
14	Enter the name and address of the person who prepares the organization's gaming/special events books and records:
	Name ▶
	Address ►
15 a	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 > \$
С	If "Yes," enter name and address of the third party:
	Name
	Address ►
16	Gaming manager information:
	Name ▶
	Gaming manager compensation ▶ \$
	Description of services provided
	Director/officer
17 a b	Mandatory distributions:  Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?  Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year   \$\Bigsir \text{\$\text{\$No\$}}\$
Part	Supplemental Information. Provide the explanation required by Part I, line 2b, columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information (see instructions).

Schedule G (Form 990 or 990-EZ) 2016

### **SCHEDULE J** (Form 990)

Compensation Information
For certain Officers, Directors, Trustees, Key Employees, and Highest

Compensated Employees

Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

Attach to Form 990. Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form99

Department of the Treasury Internal Revenue Service Name of the organization

ECONOMIC JUSTICE, INC.

NATIONAL CENTER FOR LAW AND

23

OMB No. 1545-0047

Open to Public

Par	Questions Regarding Compensation			***
			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	First-class or charter travel Housing allowance or residence for personal use			
	Travel for companions Payments for business use of personal residence			
	Tax indemnification and gross-up payments Health or social club dues or initiation fees			
	Discretionary spending account Personal services (such as, maid, chauffeur, chef)			
þ	If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to			
2	explain	1b	att veid	ar seeski
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line			
_	fa?	2	Se santai	Asertani
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.			
	Compensation committee Written employment contract	mal (a)	34.14	
	Independent compensation consultant Compensation survey or study			100
	X Form 990 of other organizations X Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
а	Receive a severance payment or change-of-control payment?	4a		X
þ	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b		X
C	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		X
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.	1000000		
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any	and the		
	compensation contingent on the revenues of:		in sit	
a	The organization?	5a		_ X
b	Any related organization?	5b	-consideran	X
_	If "Yes" on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any			
	compensation contingent on the net earnings of:			
a	The organization?	6a		X
b	Any related organization?	6b	eretter10000au.1	X
	If "Yes" on line 6a or 6b, describe in Part III.		9.8	
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed	Control of the Control	outs belief at	onenielens
۰	payments not described on lines 5 and 6? If "Yes," describe in Part III	7		X
8	Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject			
	to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III			Х
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in	8		Λ
J	Regulations section 53.4958-6(c)?	9		

Schedule J (Form 990) 2016

Page 2

Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed. 1100

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

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

7,000000		(B) Breakdown o	(B) Breakdown of W-2 and/or 1099-MISC compensation	SC compensation	(C) Retirement and	(D) Nontavable	(F) Total of output	
(A) Name and Title		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	other deferred	benefits	(B)(i)-(D)	(r) Compensation in column (B) reported as deferred on prior Form 990
GREG L. BASS	ε	135,053.	0	0	10,317.	20,096,	165,466.	
1SENIOR ATTORNEY	▣	0	0	0.				
MARC COHAN	Θ	173,576.	0	0.	13,125.	11,327.	198,028.	· · · · · · · · · · · · · · · · · · ·
2EXECUTIVE DIRECTOR	(ii)	0	0	.0	A A A A A A A A A A A A A A A A A A A			- Printe de l'accession de l'accessi
MARY R. MANNIX	(3)	140,794.	0	0.	10,500.	11,585.	162,879.	
3DEPUTY DIRECTOR	(3)	0	0	0	THOUSANT			The state of the s
	(2)	7,7000000000000000000000000000000000000			7777HW	MANAGEMENT		
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# Schedule J (Form 990) 2016 Parall Supplemental Information

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

Schedule J (Form 990) 2016

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

Department of the Treasury

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

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

► Attach to Form 990 or 990-EZ.

Internal Revenue Service Name of the organization ■ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/f
NATIONAL CENTER FOR LAW AND Empl

ECONOMIC JUSTICE, INC.

Open to Public
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OMB No. 1545-0047

PART III - LINE 4A

ENSURING ECONOMIC SECURITY FOR THE NEEDIEST, INCLUDING LOW-WAGE WORKERS,
AND PROMOTING EMPLOYMENT BY ENSURING EDUCATION, TRAINING AND CHILD CARE:
THE CENTER'S AMBITIOUS CLASS-ACTION LITIGATION PROGRAM COMBINES CREATIVE
LEGAL STRATEGIES WITH COMPREHENSIVE FACTUAL DEVELOPMENT TO CONVINCE
COURTS TO ORDER AGENCIES TO UPHOLD THE LAW AND PROVIDE BASIC SUPPORT FOR
INDIVIDUALS LIVING IN POVERTY.

THE CENTER WORKS TO ENSURE THAT GOVERNMENT POLICIES AND PRACTICES ENSURE THAT NEEDY FAMILIES AND INDIVIDUALS RECEIVE THE CRITICAL CASH ASSISTANCE, FOOD STAMPS AND MEDICAID, AND OTHER WORK SUPPORTS FOR WHICH THEY ARE ELIGIBLE AND WHICH THEY SO DESPERATELY NEED TO PRESERVE FAMILY UNITY, PROMOTE THE WELL-BEING OF CHILDREN, AND SECURE AND RETAIN EMPLOYMENT. THE CENTER ALSO WORKS TO ENSURE THAT LOW-WAGE WORKERS RECEIVE THEIR EMPLOYMENT RIGHTS AND FAIR PAY.

PART VI, SECTION A. - QUESTION 8B

IT IS THE BOARD'S PRACTICE TO KEEP APPROVED MINUTES OF ALL BOARD AND BOARD COMMITTEE MEETINGS EXCEPT FOR MEETINGS OF THE EXECUTIVE COMMITTEE.

WHILE THE EXECUTIVE COMMITTEE HAS BOARD DELEGATED AUTHORITY, IT DOES NOT ACT ON THAT AUTHORITY. IT IS MADE UP OF THE BOARD OFFICERS AND CERTAIN DESIGNATED DIRECTORS AND ITS PURPOSE IS TO KEEP THEM INFORMED OF DEVELOPMENTS IN BETWEEN MEETINGS.

PART VI, SECTION B. - QUESTION 11B

COPY

THE RETURN WILL BE FILED ONLY AFTER IT HAS BEEN REVIEWED BY THE BOARD'S

AUDIT COMMITTEE, DISTRIBUTED TO ALL BOARD MEMBERS WITH INDICATION THAT IT

WILL BE AN AGENDA ITEM AT THE NEXT BOARD MEETING, AND THAT BOARD MEETING

HAS BEEN HELD.

PART VI, SECTION B. - QUESTION 12C

THE EXECUTIVE DIRECTOR MAINTAINS A FILE OF COMPLETED CONFLICT OF INTEREST FORMS, REGULARLY REVIEWS THE FILE, AND SOLICITS COMPLETED FORMS FROM DIRECTORS AND KEY EMPLOYEES.

PART VI, SECTION B. - QUESTIONS 15A & 15B

IN 2015, FORMER EXECUTIVE DIRECTOR HENRY FREEDMAN, THE TRANSITION

COMMITTEE, OUR SEARCH FIRM, AND OUR COUNSEL ALL CONSIDERED BENCHMARK DATA

FROM SIMILAR ORGANIZATIONS AND THIS INFORMATION WAS SHARED WITH THE

EXECUTIVE COMMITTEE AS PART OF SETTING COMPENSATION FOR EXECUTIVE

DIRECTOR MARGARITA ROSA'S CONTRACT, WHICH EXTENDED INTO 2016.

PART VI, SECTION C. - QUESTION 19

THE CENTER'S FINANCIAL STATEMENTS ARE MADE AVAILABLE THROUGH THE WEBSITE

OF THE NEW YORK STATE ATTORNEY GENERAL'S WEBSITE. THE CENTER'S GOVERNING

DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE TO THE PUBLIC

UPON REQUEST.

PART VII, SECTION A. - LINE 1A

PARTICIPATION OF THE DIRECTORS AND OFFICERS INCLUDES MEETING ATTENDANCE,

Name of the organization

NATIONAL CENTER FOR LAW AND

ECONOMIC JUSTICE, INC.

Employer identification number

23-7311208

SERVICE ON COMMITTEES, AND EVENT ORGANIZATION, AND THAT THE AVERAGE TIME PER MEMBERS WAS FROM ONE TO TWO HOURS PER WEEK (WITH TWO BEING DESIGNATED IN PART VII), WITH THE LARGEST SHARE BEING SPENT BY THE CENTER'S OFFICERS AND COMMITTEE CHAIRS.