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EXTENDED TO NOVEMBER 16, 2020

# Return of Organization Exempt From Income Tax

OMB No 1545-0047

**2019**

Open to Public Inspection

Form **990**  
(Rev. January 2020)  
Department of the Treasury  
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

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

**A** For the 2019 calendar year, or tax year beginning and ending

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

**C** Name of organization  
**LAWYERS FOR CIVIL RIGHTS, INC.**

Doing business as **LAWYERS FOR CIVIL RIGHTS, INC.**

Number and street (or P.O. box if mail is not delivered to street address) Room/suite  
**61 BATTERYMARCH STREET, 5TH FLOOR**

City or town, state or province, country, and ZIP or foreign postal code  
**BOSTON, MA 02110**

**F** Name and address of principal officer **IVAN ESPINOZA-MADRIGAL**  
**61 BATTERYMARCH STREET, 5TH FLOOR, BOSTON, MA**

**D** Employer identification number  
**04-3490614**

**E** Telephone number  
**617-988-0624**

**G** Gross receipts \$ **1,526,583.**

**H(a)** Is this a group return for subordinates? ☐ Yes ☒ No

**H(b)** Are all subordinates included? ☐ Yes ☐ No  
If "No," attach a list (see instructions)

**H(c)** Group exemption number

**I** Tax-exempt status ☒ 501(c)(3) ☐ 501(c)( ) (insert no.) ☐ 4947(a)(1) or ☐ 527

**J** Website: **WWW.LAWYERSFORCIVILRIGHTS.ORG**

**K** Form of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other

**L** Year of formation **1999** **M** State of legal domicile **MA**

## Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities	<b>LAWYERS FOR CIVIL RIGHTS, INC. (THE "ORGANIZATION") IS A NONPROFIT, NONPARTISAN LEGAL ORGANIZATION</b>	
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3	Number of voting members of the governing body (Part VI, line 1a)	3	47
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	47
	5	Total number of individuals employed in calendar year 2019 (Part V, line 2a)	5	11
	6	Total number of volunteers (estimate if necessary)	6	118
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
Revenue	b	Net unrelated business taxable income from Form 990-T, line 39	7b	0.
	8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9	Program service revenue (Part VIII, line 2g)	1,068,082.	1,277,953.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	52,937.	8,006.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,231.	2,081.
Expenses	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	391,871.	207,933.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	1,514,121.	1,495,973.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	0.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	805,557.	853,000.
Net Assets or Fund Balances	b	Total fundraising expenses (Part IX, column (D), line 25)	0.	0.
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	426,183.	390,698.
	18	Total expenses - Add lines 13-17 (must equal Part IX, column (A), line 25)	1,231,740.	1,243,698.
	19	Revenue less expenses - Subtract line 18 from line 12	282,381.	252,275.
	20	Total assets (Part X, line 16)	Beginning of Current Year	End of Year
Net Assets or Fund Balances	21	Total liabilities (Part X, line 26)	1,665,932.	1,985,579.
	22	Net assets or fund balances - Subtract line 21 from line 20	19,990.	87,362.
			1,645,942.	1,898,217.

## Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

**Sign Here**

Signature of officer: **IVAN ESPINOZA-MADRIGAL, EXECUTIVE DIRECTOR**

Date: **11/16/20**

**Paid Preparer Use Only**

Print/Type preparer's name: **LINDA KRAMER, CPA**

Preparer's signature: **LINDA KRAMER, CPA**

Date: **11/13/20**

Check ☐ if self-employed

PTIN: **P00028882**

Firm's name: **GERALD T. REILLY & COMPANY**

Firm's EIN: **04-2513210**

Firm's address: **424 ADAMS STREET MILTON, MA 02186**

Phone no: **617-696-8900**

May the IRS discuss this return with the preparer shown above? (see instructions)

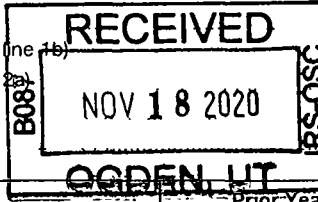
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LHA For Paperwork Reduction Act Notice, see the separate instructions.

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

Form **990** (2019)

SCANNED FEB 24 2022  
0423215099 AUG 11 2021



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**Part III** Statement of Program Service Accomplishments

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

☒ X

1 Briefly describe the organization's mission

LAWYERS FOR CIVIL RIGHTS, INC. (THE "ORGANIZATION") IS A NONPROFIT, NONPARTISAN LEGAL ORGANIZATION THAT FOSTERS EQUAL OPPORTUNITY, PROMOTES ECONOMIC JUSTICE AND FIGHTS DISCRIMINATION ON BEHALF OF PEOPLE OF COLOR AND IMMIGRANTS. THE ORGANIZATION ENGAGES IN CREATIVE

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

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

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

If "Yes," describe these changes on Schedule O

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

4a (Code ) (Expenses \$ 637,774. including grants of \$ ) (Revenue \$ 6,000. )  
LAWYERS FOR CIVIL RIGHTS, INC. (THE "ORGANIZATION") IS A NONPROFIT, NONPARTISAN LEGAL ORGANIZATION THAT FOSTERS EQUAL OPPORTUNITY AND FIGHTS DISCRIMINATION ON BEHALF OF PEOPLE OF COLOR AND IMMIGRANTS. THE ORGANIZATION ENGAGES IN CREATIVE AND COURAGEOUS LEGAL ACTION, EDUCATION, AND ADVOCACY IN COLLABORATION WITH LAW FIRMS AND COMMUNITY PARTNERS.

4b (Code ) (Expenses \$ 354,540. including grants of \$ ) (Revenue \$ 2,006. )  
HUOT ET AL. V CITY OF LOWELL ET AL. (FEDERAL COURT)- LAWSUIT ON BEHALF OF ASIAN-AMERICAN AND LATINO RESIDENTS, CHALLENGING AT-LARGE ELECTORAL SYSTEM FOR LOWELL CITY COUNCIL AND SCHOOL COMMITTEE, A CITY THAT IS MAJORITY-MINORITY AND YET HAS ELECTED VIRTUALLY NO CANDIDATES OF COLOR TO EITHER OF THESE ELECTED BODIES IN ITS ENTIRE HISTORY. SUCCESSFULLY SETTLED IN 2019. ATTORNEYS' FEES OF \$220,000 RECEIVED IN 2019-2020 PURSUANT TO SETTLEMENT.

CENTRO PRESENTE ET. AL. V. DONALD TRUMP ET. AL. (FEDERAL COURT)- COMPLAINT FILED IN FEBRUARY 2018 AGAINST FEDERAL GOVERNMENT CHALLENGING THE RECISSION OF TEMPORARY PROTECTED STATUS (TPS) FOR HAITIAN AND SALVADORAN IMMIGRANTS, ON EQUAL PROTECTION AND OTHER GROUNDS. AMENDED

4c (Code ) (Expenses \$ 66,019. including grants of \$ ) (Revenue \$ )  
LCR | BIZGROW PROVIDES FREE LEGAL ASSISTANCE, BUSINESS SUPPORT, AND TECHNICAL ASSISTANCE TO MINORITY, IMMIGRANT, AND WOMEN BUSINESS OWNERS ENSURING THEY ENCOUNTER FEWER OBSTACLES AND MORE OPPORTUNITIES. GROWING WEALTH IN HISTORICALLY DISADVANTAGED COMMUNITIES IS A CRITICAL CIVIL RIGHTS ISSUE. FOR NEARLY 20 YEARS, WE HAVE HELPED CLOSE THE WEALTH GAP BY FUELING EQUITABLE ECONOMIC GROWTH AND INCREASING ACCESS TO ECONOMIC JUSTICE. OUR PROGRAMS INCLUDE FREE LEGAL REPRESENTATION, TECHNICAL ASSISTANCE, AND WORKSHOPS FOR SMALL BUSINESS OWNERS ON SUBJECTS SUCH AS ENTITY FORMATION, CONTRACTS, TAXES, LEASES, AND INTELLECTUAL PROPERTY.

## PROGRAMMATIC HIGHLIGHTS:

BIZGROW CONFERENCE: THE BIZGROW CONFERENCE IS OUR FLAGSHIP ANNUAL

4d Other program services (Describe on Schedule O)

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

4e Total program service expenses ► 1,058,333.

ABC D610 J

**Part IV Checklist of Required Schedules**

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		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? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c 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? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
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? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

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

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

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

**Part V Statements Regarding Other IRS Filings and Tax Compliance**Check if Schedule O contains a response or note to any line in this Part V ☐

	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
b 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 reportable gaming (gambling) winnings to prize winners?	X	

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

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

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

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

☒ X**Section A. Governing Body and Management**

	1a	1b	2	3	4	5	6	7a	7b	8a	8b	9	Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	47												
	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 on Schedule O													
b	Enter the number of voting members included on line 1a, above, who are independent	47												
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?													X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?													X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?													X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?													X
6	Did the organization have members or stockholders?													X
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?													X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?													X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following													
a	The governing body?									X				
b	Each committee with authority to act on behalf of the governing body?									X				
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 on Schedule O													X

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

	10a	10b	11a	11b	12a	12b	12c	13	14	15a	15b	16a	16b	Yes	No
10a	Did the organization have local chapters, branches, or affiliates?														X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?														
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?		X												
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990														
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13				X										
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?				X										
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done						X								
13	Did the organization have a written whistleblower policy?						X								
14	Did the organization have a written document retention and destruction policy?														X
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?														
a	The organization's CEO, Executive Director, or top management official									X					
b	Other officers or key employees of the organization														X
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)														
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?														X
b	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?														

**Section C. Disclosure**

17 List the states with which a copy of this Form 990 is required to be filed **MA**

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  
☐ Own website ☒ Another's website ☒ Upon request ☐ Other (explain on Schedule O)

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year

20 State the name, address, and telephone number of the person who possesses the organization's books and records **▶**  
**IVAN ESPINOZA-MADRIGAL - 617-988-0624**  
**61 BATTERYMARCH STREET, 5TH FLOOR, BOSTON, MA 02110**

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

 Check if Schedule O contains a response or note to any line in this Part VII ☐
**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**
**1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

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

 • List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."

 • List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

 • List all of the organization's **former** officers, key employees, 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.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) NAVJEET K. BAL, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(2) JUAN A. CONCEPCION, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(3) JESSICA SOTO, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(4) LINDA M. DAVIDSON, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(5) RICHARD BELIN, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(6) WAYNE F. DENNISON, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(7) NATASHA Z. BOYE, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(8) SUSAN L. MAZUR, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(9) THOMAS J. DOUGHERTY, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(10) RORY FITZPATRICK, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(11) ANA M. FRANCISCO, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(12) INEZ H. FRIEDMAN-BOYCE, ESQ. CO-CHAIR	2.00	X		X				0.	0.	0.
(13) DANIEL MARX, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(14) DAVID S. GODKIN, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(15) ANITA F. HILL, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(16) WILLIAM A. HORNE, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(17) YALONDA T. HOWZE, ESQ. CLERK/SECRETARY	2.00	X		X				0.	0.	0.

**Part VII** Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) DONNA M. BREWER, ESQ DIRECTOR	1.00	X						0.	0.	0.
(19) ANGELA GOMES, ESQ DIRECTOR	1.00	X						0.	0.	0.
(20) MONICA SHAH, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(21) JOHN LOZADA, ESQ DIRECTOR	1.00	X						0.	0.	0.
(22) STEVE CHURCHILL, ESQ DIRECTOR	1.00	X						0.	0.	0.
(23) NEIL V. MCKITTRICK, ESQ DIRECTOR	1.00	X						0.	0.	0.
(24) JAMES L. MESSENGER, ESQ DIRECTOR	1.00	X						0.	0.	0.
(25) TIFFANIE C. ELLIS-NILES, ESQ DIRECTOR	1.00	X						0.	0.	0.
(26) JODY L. NEWMAN, ESQ DIRECTOR	1.00	X						0.	0.	0.
<b>1b Subtotal</b>								0.	0.	0.
<b>c Total from continuation sheets to Part VII, Section A</b>								311,359.	0.	19,243.
<b>d Total (add lines 1b and 1c)</b>								311,359.	0.	19,243.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **2**

- 3 Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual.
- 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual.
- 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person.

	Yes	No
3		X
4	X	
5		X

**Section B. Independent Contractors**

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **0**

SEE PART VII, SECTION A CONTINUATION SHEETS

Form 990 (2019)



**Part VII** Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) KENNETH J. PARSIGIAN, ESQ DIRECTOR	1.00	X						0.	0.	0.
(28) LISA J. PIROZZOLO, ESQ CO-CHAIR	2.00	X		X				0.	0.	0.
(29) NEIL AUSTIN, ESQ DIRECTOR	1.00	X						0.	0.	0.
(30) VINITA FERRERA, ESQ DIRECTOR	1.00	X						0.	0.	0.
(31) ROBERT H. SMITH, ESQ DIRECTOR	1.00	X						0.	0.	0.
(32) LAURA STEINBERG, ESQ DIRECTOR	1.00	X						0.	0.	0.
(33) ALEXA H. O'KEEFE, ESQ DIRECTOR	1.00	X						0.	0.	0.
(34) COLIN G. VAN DYKE, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(35) LORETTA R. RICHARD, ESQ TREASURER	2.00	X		X				0.	0.	0.
(36) ERIC J. MARANDETT, ESQ DIRECTOR	1.00	X						0.	0.	0.
(37) PAUL HOLTZMAN, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(38) MATTHEW R. LYNCH, ESQ DIRECTOR	1.00	X						0.	0.	0.
(39) DAVID G. BOWMAN, ESQ DIRECTOR	1.00	X						0.	0.	0.
(40) JULIE R. BRYAN, ESQ. DIRECTOR	1.00	X						0.	0.	0.
(41) ANNA E. DODSON, ESQ DIRECTOR	1.00	X						0.	0.	0.
(42) ROBYN S. MAGUIRE, ESQ DIRECTOR	1.00	X						0.	0.	0.
(43) MELISSA C. ALLISON, ESQ DIRECTOR	1.00	X						0.	0.	0.
(44) NIKOLAS BOWIE, ESQ DIRECTOR	1.00	X						0.	0.	0.
(45) JEFFREY N. CATALANO, ESQ DIRECTOR	1.00	X						0.	0.	0.
(46) TRACY WEST, ESQ DIRECTOR	1.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

Total to Part VII, Section A, line 1c	311,359.	19,243.
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**Part VIII** Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	1,277,953.			
	g	Noncash contributions included in lines 1a-1f	1g	\$			
	h Total. Add lines 1a-1f			1,277,953.			
<b>Program Service Revenue</b>	2 a	CONSULTING SERVICES	Business Code	541900	6,000.	6,000.	
	b	ATTORNEY FEE AWARDS		541100	2,006.	2,006.	
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f			8,006.		
	3	Investment income (including dividends, interest, and other similar amounts)			2,081.		2,081.
4	Income from investment of tax-exempt bond proceeds						
5	Royalties						
<b>Other Revenue</b>	6 a	Gross rents	(i) Real	(ii) Personal			
	b	Less rental expenses					
	c	Rental income or (loss)					
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
	b	Less cost or other basis and sales expenses					
	c	Gain or (loss)					
	d	Net gain or (loss)					
	8 a	Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18					
	b	Less direct expenses					
	c	Net income or (loss) from fundraising events			207,933.	207,933.	
	9 a	Gross income from gaming activities See Part IV, line 19					
	b	Less direct expenses					
	c	Net income or (loss) from gaming activities					
10 a	Gross sales of inventory, less returns and allowances						
b	Less cost of goods sold						
c	Net income or (loss) from sales of inventory						
<b>Miscellaneous Revenue</b>	11 a		Business Code				
	b						
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d					
	12	Total revenue See instructions			1,495,973.	8,006.	0.

**Part IX Statement of Functional Expenses**

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic 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				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	185,000.	185,000.		
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	538,888.	538,888.		
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	73,155.	73,155.		
10 Payroll taxes	55,957.	55,957.		
11 Fees for services (nonemployees)				
a Management				
b Legal				
c Accounting	14,015.		14,015.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	69,076.		69,076.	
12 Advertising and promotion	3,412.	2,388.	1,024.	
13 Office expenses	10,424.	7,297.	3,127.	
14 Information technology	3,058.	2,141.	917.	
15 Royalties				
16 Occupancy	97,730.	68,411.	29,319.	
17 Travel	47,489.	33,242.	14,247.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	40,256.	28,179.	12,077.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	8,860.	6,202.	2,658.	
23 Insurance	8,853.	6,197.	2,656.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a MISCELLANEOUS	33,843.	23,690.	10,153.	
b BOOKKEEPING	15,226.		15,226.	
c PRINTING & POSTAGE	15,150.	10,605.	4,545.	
d TELEPHONE	8,291.	5,804.	2,487.	
e All other expenses	15,015.	11,177.	3,838.	
25 Total functional expenses. Add lines 1 through 24e.	1,243,698.	1,058,333.	185,365.	0.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here ☐ if following SOP 98-2 (ASC 958-720)

**Part X Balance Sheet**Check if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
<b>Assets</b>	1 Cash - non-interest-bearing	1,464,912.	1	794,665.
	2 Savings and temporary cash investments		2	718,868.
	3 Pledges and grants receivable, net	152,862.	3	416,289.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	17,222.	9	9,795.
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 51,549.		
	b Less accumulated depreciation	10b 18,985.	10c	32,564.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities See Part IV, line 11		12	
	13 Investments - program-related See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets See Part IV, line 11	13,398.	15	13,398.
16 <b>Total assets.</b> Add lines 1 through 15 (must equal line 33)	1,665,932.	16	1,985,579.	
<b>Liabilities</b>	17 Accounts payable and accrued expenses	4,224.	17	32,169.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D	15,766.	25	55,193.
	26 <b>Total liabilities.</b> Add lines 17 through 25	19,990.	26	87,362.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>			
	27 Net assets without donor restrictions	1,273,700.	27	1,367,527.
	28 Net assets with donor restrictions	372,242.	28	530,690.
	<b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 <b>Total net assets or fund balances</b>	1,645,942.	32	1,898,217.
33 <b>Total liabilities and net assets/fund balances</b>	1,665,932.	33	1,985,579.	

Form 990 (2019)

**Part XI Reconciliation of Net Assets**Check if Schedule O contains a response or note to any line in this Part XI ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	1,495,973.
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,243,698.
3	Revenue less expenses Subtract line 2 from line 1	3	252,275.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,645,942.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	1,898,217.

**Part XII Financial Statements and Reporting**Check if Schedule O contains a response or note to any line in this Part XII ☒

	Yes	No
1 Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		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 on Schedule O and describe any steps taken to undergo such audits		

Form 990 (2019)

Department of the Treasury  
Internal Revenue Service

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

**Open to Public  
Inspection**

04-3490614

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

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ) )

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state \_\_\_\_\_

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II )

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II )

8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II )

9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions) Enter the name, city, and state of the college or university \_\_\_\_\_

10 ☒ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III )

11 ☐ An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**

12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization

69

f Enter the number of supported organizations

**g Provide the following information about the supported organization(s)**

g. Provide the following information about the supported organization(s).						
(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
<b>Total</b>						

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4</b> <b>Total.</b> Add lines 1 through 3						
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
<b>6</b> <b>Public support.</b> Subtract line 5 from line 4						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>7</b> Amounts from line 4						
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
<b>11</b> <b>Total support.</b> Add lines 7 through 10						
<b>12</b> Gross receipts from related activities, etc. (see instructions)					12	
<b>13</b> <b>First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> ► <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f))	<b>14</b>	%
<b>15</b> Public support percentage from 2018 Schedule A, Part II, line 14	<b>15</b>	%
<b>16a</b> <b>33 1/3% support test - 2019.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization ► <input type="checkbox"/>		
<b>b</b> <b>33 1/3% support test - 2018.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization ► <input type="checkbox"/>		
<b>17a</b> <b>10% -facts-and-circumstances test - 2019.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ► <input type="checkbox"/>		
<b>b</b> <b>10% -facts-and-circumstances test - 2018.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ► <input type="checkbox"/>		
<b>18</b> <b>Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ► <input type="checkbox"/>		

Schedule A (Form 990 or 990-EZ) 2019



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

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

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	622,055.	749,568.	1132366.	1068082.	1277953.	4850024.
<b>2</b> 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	169,232.	137,936.	192,940.	512,235.	238,543.	1250886.
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5	791,287.	887,504.	1325306.	1580317.	1516496.	6100910.
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons	410,100.	446,100.	516,600.	421,100.	699,100.	2493000.
<b>b</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						0.
<b>c</b> Add lines 7a and 7b	410,100.	446,100.	516,600.	421,100.	699,100.	2493000.
<b>8 Public support.</b> (Subtract line 7c from line 6.)						3607910.

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>9</b> Amounts from line 6	791,287.	887,504.	1325306.	1580317.	1516496.	6100910.
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	757.	411.	230.	1,231.	2,081.	4,710.
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b	757.	411.	230.	1,231.	2,081.	4,710.
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)	792,044.	887,915.	1325536.	1581548.	1518577.	6105620.

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

<b>15</b> Public support percentage for 2019 (line 8, column (f), divided by line 13, column (f))	15	59.09 %
<b>16</b> Public support percentage from 2018 Schedule A, Part III, line 15	16	57.64 %

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2019 (line 10c, column (f), divided by line 13, column (f))	17	.08 %
<b>18</b> Investment income percentage from 2018 Schedule A, Part III, line 17	18	.06 %

**19a 33 1/3% support tests - 2019.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☒**b 33 1/3% support tests - 2018.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☐**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐

**Part IV Supporting Organizations**

(Complete only if you checked a box 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 Part V.)

**Section A. All Supporting Organizations**

	Yes	No
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
<b>2</b> 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 <b>Part VI</b> how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
<b>b</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 <b>Part VI</b> when and how the organization made the determination.		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in <b>Part VI</b> what controls the organization put in place to ensure such use.		
<b>4a</b> 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>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in <b>Part VI</b> how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
<b>c</b> 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 <b>Part VI</b> 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.		
<b>5a</b> 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 <b>Part VI</b> , 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>b</b> <b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c</b> <b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> 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 <b>Part VI</b> .		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as 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).		
<b>8</b> 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).		
<b>9a</b> 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 <b>Part VI</b> .		
<b>b</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 <b>Part VI</b> .		
<b>c</b> 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 <b>Part VI</b> .		
<b>10a</b> 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>b</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 IV** Supporting Organizations (continued)

11 Has the organization accepted a gift or contribution from any of the following persons?

a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?

b A family member of a person described in (a) above?

c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.

	Yes	No
11a		
11b		
11c		

**Section B. Type I Supporting Organizations**

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

	Yes	No
1		
2		

**Section C. Type II Supporting Organizations**

- 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 Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).

	Yes	No
1		

**Section D. All Type III Supporting Organizations**

- 1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?
- 2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).
- 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 Part VI the role the organization's supported organizations played in this regard.

	Yes	No
1		
2		
3		

**Section E. Type III Functionally Integrated Supporting Organizations**

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).

a ☐ The organization satisfied the Activities Test. Complete line 2 below.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 instructions).

2 Activities Test. Answer (a) and (b) below.

a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.

b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.

3 Parent of Supported Organizations. Answer (a) and (b) below.

a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI.

b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.

	Yes	No
2a		
2b		
3a		
3b		

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	<b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	<b>Total</b> (add lines 1a, 1b, and 1c)	1d	
e	<b>Discount</b> claimed for blockage or other factors (explain in detail in Part VI)		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions)	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035	6	
7	Recoveries of prior-year distributions	7	
8	<b>Minimum Asset Amount</b> (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions)		

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

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

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

Schedule A (Form 990 or 990-EZ) 2019

## Part VI

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

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

Department of the Treasury  
Internal Revenue Service

**Political Campaign and Lobbying Activities**

For Organizations Exempt From Income Tax Under section 501(c) and section 527  
▶ **Complete if the organization is described below. ▶ Attach to Form 990 or Form 990-EZ.**  
▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No 1545-0047

**2019**

**Open to Public  
Inspection**

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations Complete Part I-A only

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations Complete Part III

Name of organization

**LAWYERS FOR CIVIL RIGHTS, INC.**

Employer identification number

**04-3490614**

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

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV
- 2 Political campaign activity expenditures ▶ \$ \_\_\_\_\_
- 3 Volunteer hours for political campaign activities \_\_\_\_\_

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

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ \_\_\_\_\_
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ \_\_\_\_\_
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year?  
☐ Yes ☐ No
- 4a Was a correction made?  
☐ Yes ☐ No
- b If "Yes," describe in Part IV

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ \_\_\_\_\_
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ \_\_\_\_\_
- 3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$ \_\_\_\_\_  
☐ Yes ☐ No
- 4 Did the filing organization file Form 1120-POL for this year? ☐ Yes ☐ No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

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

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule C (Form 990 or 990-EZ) 2019

LHA

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

**A** Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)

**B** Check ☐ if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
<b>1a</b> Total lobbying expenditures to influence public opinion (grassroots lobbying)		0.													
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying)		8,744.													
<b>c</b> Total lobbying expenditures (add lines 1a and 1b)		8,744.													
<b>d</b> Other exempt purpose expenditures		1,049,589.													
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d)		1,058,333.													
<b>f</b> Lobbying nontaxable amount Enter the amount from the following table in both columns		180,833.													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000	Over \$17,000,000	\$1,000,000		
If the amount on line 1e, column (a) or (b) is	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000														
Over \$17,000,000	\$1,000,000														
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f)		45,208.													
<b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0-		0.													
<b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0-		0.													
<b>j</b> If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?			<input type="checkbox"/> Yes <input type="checkbox"/> No												

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

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below.)

See the separate instructions for lines 2a through 2f.)

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

Calendar year (or fiscal year beginning in)	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) Total
<b>2a</b> Lobbying nontaxable amount				180,833.	180,833.
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					271,250.
<b>c</b> Total lobbying expenditures				8,744.	8,744.
<b>d</b> Grassroots nontaxable amount				45,208.	45,208.
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					67,812.
<b>f</b> Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2019



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

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

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

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

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

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

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

**Part IV** Supplemental Information

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

**SCHEDULE D**  
(Form 990)Department of the Treasury  
Internal Revenue Service**Supplemental Financial Statements**▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.**  
▶ **Attach to Form 990.**▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No 1545-0047

**2019**  
Open to Public  
Inspection

Name of the organization

LAWYERS FOR CIVIL RIGHTS, INC.

Employer identification number

04-3490614

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

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

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

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

<input type="checkbox"/> Preservation of land for public use (for example, recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	

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

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

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

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

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

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

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

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

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

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

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

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

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

(i) Revenue included on Form 990, Part VIII, line 1	▶ \$ _____
(ii) Assets included in Form 990, Part X	▶ \$ _____

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

a Revenue included on Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

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

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply)

a ☐ Public exhibition

d ☐ Loan or exchange program

b ☐ Scholarly research

e ☐ Other \_\_\_\_\_

c ☐ Preservation for future generations

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets

to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

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

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

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

	Amount
1c	
1d	
1e	
1f	

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?

☐ Yes

☐ No

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

☐

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

1a Beginning of year balance

b Contributions

c Net investment earnings, gains, and losses

d Grants or scholarships

e Other expenditures for facilities and programs

f Administrative expenses

g End of year balance

(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back

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

a Board designated or quasi-endowment ☐ %

b Permanent endowment ☐ %

c Term endowment ☐ %

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

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

(i) Unrelated organizations

(ii) Related organizations

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

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

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

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

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		51,549.	18,985.	32,564.
e Other				
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				32,564.

**Part VII Investments - Other Securities.**

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		

Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶

**Part VIII Investments - Program Related.**

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

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		

Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶

**Part IX Other Assets.**

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	

Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶

**Part X Other Liabilities.**

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) DEFERRED LEASE OBLIGATIONS	20,193.
(3) CONDITIONAL CONTRIBUTION	35,000.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	

Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶ 55,193.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ☐



## (For.m 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

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

▶ **Attach to Form 990 or Form 990-EZ.**

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

OMB No. 1545-0047

2019

**Open to Public Inspection**

Name of the organization

LAWYERS FOR CIVIL RIGHTS, INC.

Employer identification number

04-3490614

## Part I

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

- 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a ☐ Mail solicitations
- b ☐ Internet and email solicitations
- c ☐ Phone solicitations
- d ☐ In-person solicitations
- e ☐ Solicitation of non-government grants
- f ☐ Solicitation of government grants
- g ☐ Special fundraising events

- 2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?

☐ Yes      ☐ No

- b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
	-			-		
Total						.

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

[illegible]

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

	(a) Event #1 <b>ANNUAL BENEFIT FUND</b> (event type)	(b) Event #2 (event type)	(c) Other events <b>NONE</b> (total number)	(d) Total events (add col (a) through col (c))
	<b>Revenue</b>			
1 Gross receipts	238,543.			238,543.
2 Less Contributions				
3 Gross income (line 1 minus line 2)	238,543.			238,543.
<b>Direct Expenses</b>				
4 Cash prizes				
5 Noncash prizes				
6 Rent/facility costs				
7 Food and beverages	30,610.			30,610.
8 Entertainment				
9 Other direct expenses				
10 Direct expense summary Add lines 4 through 9 in column (d)				30,610.
11 Net income summary Subtract line 10 from line 3, column (d)				207,933.

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

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

9 Enter the state(s) in which the organization conducts gaming activities \_\_\_\_\_

a Is the organization licensed to conduct gaming activities in each of these states?

☐ Yes ☐ No

b If "No," explain \_\_\_\_\_

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year?

☐ Yes ☐ No

b If "Yes," explain \_\_\_\_\_

- 11 Does the organization conduct gaming activities with nonmembers? ☐ Yes ☐ No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No
- 13 Indicate the percentage of gaming activity conducted in
- |                               |     |   |
|-------------------------------|-----|---|
| a The organization's facility | 13a | % |
| b An outside facility         | 13b | % |
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records

Name ▶ \_\_\_\_\_

Address ▶ \_\_\_\_\_

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

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

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

Name ▶ \_\_\_\_\_

Address ▶ \_\_\_\_\_

## 16 Gaming manager information

Name ▶ \_\_\_\_\_

Gaming manager compensation ▶ \$ \_\_\_\_\_

Description of services provided ▶ \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

☐ Director/officer☐ Employee☐ Independent contractor

## 17 Mandatory distributions

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

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

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



Schedule G (Form 990 or 990-EZ)		LAWIERS F O	
<b>Part IV</b>	<b>Supplemental Information</b> <i>(continued)</i>		

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

**SCHEDULE J  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Compensation Information**

- For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees  
 ► Complete if the organization answered "Yes" on Form 990, Part IV, line 23.  
 ► Attach to Form 990.  
 ► Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No 1545-0047

**2019**

Open to Public  
Inspection

Name of the organization

**LAWYERS FOR CIVIL RIGHTS, INC.**

Employer identification number

**04-3490614**

**Part I Questions Regarding Compensation**

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

	Yes	No
<b>1b</b>		
<b>2</b>		
<b>4a</b>		X
<b>4b</b>		X
<b>4c</b>		X
<b>5a</b>		X
<b>5b</b>		X
<b>6a</b>		X
<b>6b</b>		X
<b>7</b>		X
<b>8</b>		X
<b>9</b>		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2019



Part III	Supplemental Information
----------	--------------------------

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

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

Department of the Treasury  
Internal Revenue Service

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

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

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2019**

Open to Public  
Inspection

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LAWYERS FOR CIVIL RIGHTS, INC.

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FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

THAT FOSTERS EQUAL OPPORTUNITY AND FIGHTS DISCRIMINATION ON BEHALF OF  
PEOPLE OF COLOR AND IMMIGRANTS. THE ORGANIZATION ENGAGES IN CREATIVE  
AND COURAGEOUS LEGAL ACTION, EDUCATION, AND ADVOCACY IN COLLABORATION  
WITH LAW FIRMS AND COMMUNITY PARTNERS.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

AND COURAGEOUS LEGAL ACTION, EDUCATION, AND ADVOCACY IN COLLABORATION  
WITH LAW FIRMS AND COMMUNITY PARTNERS.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

COMPLAINT FILED MAY 2018 TO INCLUDE HONDURAN TPS RECIPIENTS. IF WE  
PREVAIL, WE WILL HAVE A CLAIM FOR ATTORNEYS' FEES.

COLEMAN V. CITY OF BOSTON ET AL. (FEDERAL COURT)- FEDERAL POLICE  
MISCONDUCT LAWSUIT ALLEGING CONSTITUTIONAL, AMERICANS WITH DISABILITIES  
ACT (ADA), AND OTHER STATUTORY CLAIMS AGAINST THE CITY OF BOSTON AND  
OTHER DEFENDANTS FOR THE SHOOTING DEATH OF TERRENCE COLEMAN, A BLACK  
MAN LIVING WITH A MENTAL HEALTH DISABILITY. IF WE PREVAIL, WE WILL HAVE  
A CLAIM FOR ATTORNEYS' FEES.

CITY OF CHELSEA ET AL. V. TRUMP ET AL. (FEDERAL COURT)- LAWSUIT ON  
BEHALF OF THE CITIES OF CHELSEA AND LAWRENCE TO INVALIDATE EXECUTIVE  
ORDER 13,768, WHICH THREATENS SANCTUARY JURISDICTIONS WITH WITHDRAWAL  
OF FEDERAL FUNDING. IF WE PREVAIL, WE WILL HAVE A CLAIM FOR ATTORNEYS'  
FEES.

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K.O. ET AL. V. SESSIONS ET. AL. (FEDERAL COURT)- CLASS ACTION CLAIM  
SEEKING DAMAGES ON BEHALF OF ALL CHILDREN SEPARATED FROM FAMILY AT  
BORDER. RELIEF INCLUDES REQUEST FOR MENTAL HEALTH FUND TO BE  
ESTABLISHED TO TREAT TRAUMA CAUSED BY SEPARATION AND DETENTION. IF WE  
PREVAIL, WE WILL HAVE A CLAIM FOR ATTORNEYS' FEES.

JONES V. CITY OF BOSTON (FEDERAL COURT)- TITLE VII DISPARATE IMPACT  
CASE CHALLENGING HAIR DRUG TEST USED BY BOSTON POLICE DEPARTMENT AS  
SCIENTIFICALLY UNRELIABLE AND DISCRIMINATORY AGAINST AFRICAN<sup>1</sup>AMERICANS.  
IF WE PREVAIL, WE WILL HAVE A CLAIM FOR ATTORNEYS' FEES.

STUDENTS FOR FAIR ADMISSIONS V. HARVARD (FEDERAL COURT)- IN THIS  
LAWSUIT CHALLENGING HARVARD UNIVERSITY'S RACE-CONSCIOUS ADMISSIONS  
POLICY, LCR REPRESENTS AMICI CURRENT AND PROSPECTIVE STUDENTS WHO  
BELIEVE THEIR EDUCATIONS WOULD BE HARMED WERE HARVARD PROHIBITED FROM  
VALUING RACIAL DIVERSITY IN ADMISSIONS. NO ATTORNEYS' FEES EXPECTED.

HERNANDEZ V. STREGA WATERFRONT RESTAURANT (MCAD)- SEXUAL HARASSMENT  
COMPLAINT ON BEHALF OF A KITCHEN WORKER WHO WAS SEXUALLY HARASSED BY  
HER SUPERVISOR AND SUBSEQUENTLY FIRED. FAVORABLE RULING SECURED AT  
MCAD. ATTORNEYS' FEES CURRENTLY BEING SOUGHT. RESPONDENT HAS APPEALED.

MORGAN V. BPD (MA CIVIL SERVICE COMMISSION)- WE REPRESENT A BLACK MAN  
BYPASSED BY BOSTON POLICE DEPARTMENT FOR APPOINTMENT AS A POLICE  
OFFICER DUE TO A DECADES-OLD ARREST THAT DID NOT RESULT IN ANY CRIMINAL  
CHARGES. THE MATTER IS PART OF OUR ONGOING ADVOCACY TO INCREASE  
DIVERSITY IN PUBLIC SAFETY AGENCIES. FAVORABLE RULING SECURED IN 2020.

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NO ATTORNEYS' FEES EXPECTED OR RECEIVED.

LCCREJ V. HODGSON & BRISTOL COUNTY SHERIFF'S OFFICE (BRISTOL COUNTY SUPERIOR COURT)- LAWSUIT SEEKING PUBLIC RECORDS FROM THE BRISTOL COUNTY SHERIFF'S OFFICE RELATING TO IMMIGRATION DETENTION, ENFORCEMENT AND/OR PARTICIPATION IN A 287(G) PROGRAM. SUCCESSFULLY SETTLED IN 2018. \$2,000 IN ATTORNEYS' FEES RECEIVED IN 2019.

BAKER V. MASS TRIAL COURTS & SJC (MCAD)- COMPLAINT FILED ON BEHALF OF BLACK COURT OFFICER, ALLEGING RACIALLY HOSTILE WORK ENVIRONMENT AND RETALIATION IN MASSACHUSETTS TRIAL COURT. ADVERSE DECISION IN 2019. NO ATTORNEYS' FEES RECOVERED.

CASTRO V. BEECHER (FEDERAL COURT)- MONITORING OF CONSENT DECREES GOVERNING HIRING IN POLICE AND FIRE DEPARTMENTS IN VARIOUS MUNICIPALITIES IN COMMONWEALTH. NO ATTORNEYS' FEES EXPECTED.

CRUZ V. C&W FACILITY SERVICES (SUFFOLK SUPERIOR COURT)- THIS SUIT SEEKS TO ENFORCE A PRIOR MCAD SETTLEMENT AGREEMENT THAT WE NEGOTIATED IN 2015, REGARDING ACCOMMODATION OF RELIGIOUS BELIEFS. CLIENT IS A LATINX CUSTODIAL WORKER AT LOGAN AIRPORT. MATTER SUCCESSFULLY RESOLVED IN 2019. NO ATTORNEYS' FEES RECEIVED IN 2019. LCR RECEIVED ATTORNEYS' FEES AND COSTS IN 2020, PURSUANT TO SETTLEMENT.

RIVAS V HODGSON ET AL. (FEDERAL COURT)- CASE FILED CHALLENGING UNLAWFUL DETENTION OF IMMIGRANT IN CONTRAVENTION OF SJC'S LUNN DECISION, WHICH HELD THAT LOCAL AUTHORITIES HAVE NO BASIS TO HOLD INDIVIDUALS FOR IMMIGRATION OFFICIALS PAST THE TIME THEY WOULD OTHERWISE BE RELEASED.

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OUR CLIENT WAS IMPROPERLY HELD BY BRISTOL COUNTY SHERIFF FOR 20 DAYS  
AFTER FAMILY TRIED TO POST BAIL. IF WE PREVAIL, WE WILL HAVE A CLAIM  
FOR ATTORNEY'S FEES.

SEXUAL HARASSMENT LAWSUIT (FEDERAL COURT) - SEXUAL HARASSMENT LAWSUIT  
FILED ON BEHALF OF FIVE LOW-WAGE LATINA RESTAURANT WORKERS, ALLEGING A  
HOSTILE WORK ENVIRONMENT FILLED WITH LEWD BEHAVIOR, SEXUALLY  
INAPPROPRIATE COMMENTS, AND UNWANTED TOUCHING. SETTLEMENT REACHED IN  
2020. NO ATTORNEYS' FEES RECEIVED IN 2019. SETTLEMENT INCLUDES  
ATTORNEYS' FEES TO BE RECEIVED IN 2021.

ANDREWS ET AL. V. AMAZON (FEDERAL COURT) - NATIONWIDE CLASS ACTION  
LAWSUIT ALLEGING DISCRIMINATION AGAINST BLACK AND LATINX DELIVERY  
DRIVERS DUE TO USE OF OVERLY-STRINGENT BACKGROUND CHECKS. IF WE  
PREVAIL, WE WILL HAVE A CLAIM FOR ATTORNEYS' FEES.

GREGORY V. COMMONWEALTH (SUFFOLK SUPERIOR COURT) - CLASS ACTION  
COMPLAINT FILED AUGUST 2019 CHALLENGING OVERLY-STRINGENT BACKGROUND  
REGULATIONS BY THE MASSACHUSETTS DEPARTMENT OF EARLY EDUCATION AND  
CARE. CASE SUCCESSFULLY RESOLVED IN 2020. NO ATTORNEYS' FEES RECEIVED  
IN 2019. SETTLEMENT CALLS FOR FEES TO BE RECEIVED IN 2020.

IIIC V. CUCCINELLI (FEDERAL COURT) - LAWSUIT FILED TO STOP THE  
RESCISSION OF USCIS'S MEDICAL DEFERRED ACTION PROGRAM WHICH ALLOWED  
IMMIGRANTS, INCLUDING CHILDREN, BEING TREATED FOR LIFE-THREATENING  
MEDICAL CONDITIONS TO BE PROTECTED FROM REMOVAL. CASE SUCCESSFULLY  
RESOLVED 2019. NO ATTORNEYS' FEES RECOVERED.



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CENTRO PRESENTE ET AL V. MCALEENAN ET AL (FEDERAL COURT) - LAWSUIT  
FILED CHALLENGING THE EXPANSION OF "EXPEDITED REMOVAL" A PROCESS THAT  
CIRCUMVENTS DUE PROCESS PROTECTIONS FOR IMMIGRANTS WHO CANNOT PROVE 2  
OR MORE YEARS OF RESIDENCY. IF WE PREVAIL, WE WILL HAVE A CLAIM FOR  
ATTORNEYS' FEES.

MUSSOTTE ET AL. V. PEYSER ET AL. (MA SUPREME JUDICIAL COURT) - LAWSUIT  
FILED IN JUNE 2019 TO COMPEL MASSACHUSETTS TO OVERHAUL ITS UNFAIR AND  
DISCRIMINATORY SCHOOL FUNDING FORMULA, WHICH DEPRIVES LOW-INCOME  
STUDENTS AND STUDENTS OF COLOR OF EQUAL EDUCATIONAL OPPORTUNITY. CASE  
SUCCESSFULLY RESOLVED IN 2019. NO ATTORNEYS' FEES RECOVERED.

FIGUEROA ET.AL. V. BOSTON POLICE DEPARTMENT; HOLIDAY V. BOSTON POLICE  
DEPARTMENT (SUFFOLK SUPERIOR COURT) - RACE DISCRIMINATION LAWSUITS  
FILED ON BEHALF OF TWO WOMEN OF COLOR CIVILIAN EMPLOYEES OF THE BOSTON  
POLICE DEPARTMENT, IDENTIFYING A PATTERN AND PRACTICE OF DISCRIMINATORY  
EMPLOYMENT PRACTICES SUCH AS FAILING TO PROMOTE CANDIDATES OF COLOR AND  
THE DISCRIMINATORY DISTRIBUTION OF OVERTIME HOURS. NO FEES RECEIVED IN  
2019. SETTLEMENT OF ONE CASE (HOLIDAY) REACHED IN 2020, INCLUDING  
ATTORNEYS' FEES. IF WE PREVAIL IN SECOND CASE (FIGUEROA), WE WILL HAVE  
A CLAIM FOR ATTORNEYS' FEES IN THAT CASE AS WELL.

AFRICAN COMMUNITIES TOGETHER ET AL. V. TRUMP ET. AL. (FEDERAL COURT) -  
CASE ON BEHALF OF LIBERIAN NATIONALS WHO ARE PROTECTED UNDER DEFERRED  
ENFORCED DEPARTURE PROGRAM, WHICH THE TRUMP ADMINISTRATION SOUGHT TO  
TERMINATE. CASE SUCCESSFULLY RESOLVED WHEN ADMINISTRATION REVERSED  
COURSE ON TERMINATING PROGRAM. NO ATTORNEYS' FEES RECOVERED.

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RYAN ET AL V. IMMIGRATION AND CUSTOMS ENFORCEMENT ET AL. (FEDERAL COURT) - FEDERAL COMPLAINT FILED SEEKING TO BLOCK CIVIL IMMIGRATION ARRESTS FROM OCCURRING IN AND AROUND COURTHOUSES. IF WE PREVAIL, WE WILL HAVE A CLAIM FOR ATTORNEYS' FEES.

LCR V. BPD (SUFFOLK SUPERIOR COURT) - PUBLIC RECORDS CASE FILED TO SECURE DOCUMENTS RELATED TO EMPLOYMENT PRACTICES AND DEMOGRAPHICS OF BOSTON POLICE DEPARTMENT. IN ADDITION TO RELIEF AS TO THE PARTICULAR RECORDS REQUEST, THE LAWSUIT SEEKS TO COMPEL BPD'S COMPLIANCE WITH THE TIMELINES OF THE PUBLIC RECORDS LAW IN THE FUTURE AS WELL. IF WE PREVAIL, WE WILL HAVE A CLAIM FOR ATTORNEYS' FEES.

CENTER FOR LAW & EDUCATION ET AL. V. CITY OF BOSTON ET AL. (SUFFOLK SUPERIOR COURT) - PUBLIC RECORDS LAWSUIT FILED SEEKING DOCUMENTS REGARDING BOSTON PUBLIC SCHOOLS' PRACTICES OF SHARING STUDENT INFORMATION WITH FEDERAL IMMIGRATION OFFICIALS. IF WE PREVAIL, WE WILL HAVE A CLAIM FOR ATTORNEYS' FEES.

LAWYERS FOR CIVIL RIGHTS AND AMERICAN CIVIL LIBERTIES UNION OF MA V. DEPARTMENT OF HOMELAND SECURITY (FEDERAL COURT) - PUBLIC RECORDS LITIGATION FILED TO GAIN ACCESS TO DOCUMENTS DETAILING THE ROLLOUT OF THE "WARRANT SERVICE OFFICER" PROGRAM, WHICH FACILITATES COLLUSION BETWEEN LOCAL LAW ENFORCEMENT AND IMMIGRATION OFFICIALS. IF WE PREVAIL, WE WILL HAVE A CLAIM FOR ATTORNEYS' FEES.

FORM 990, PART III, LINE 4B

UNIVERSITY POLICE MATTER (PRE-LITIGATION) - REPRESENTED A BLACK MAN EMPLOYED BY A LOCAL UNIVERSITY IN HIS INTERNAL COMPLAINT AGAINST

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UNIVERSITY POLICE FORCE FOR RACIAL PROFILING AND UNLAWFUL STOP AND SEARCH. CLIENT WAS FOLLOWED, STOPPED, AND SEARCHED ON CAMPUS WHILE LEAVING WORK. WE SUCCESSFULLY NEGOTIATED A PRE-FILING SETTLEMENT THAT WILL ADDRESS INDIVIDUAL AND SYSTEMIC RELIEF. NO ATTORNEYS' FEES RECEIVED IN 2019. SETTLEMENT CALLS FOR FEES TO BE RECEIVED IN 2020.

IN RE MUSEUM OF FINE ARTS (PRE-LITIGATION) - REPRESENTED DAVIS LEADERSHIP ACADEMY STUDENTS AND EDUCATORS WHO EXPERIENCED DISCRIMINATION WHILE ON A FIELD TRIP TO THE MUSEUM OF FINE ARTS. IN JUNE 2019, WE SENT A DEMAND LETTER TO THE MFA AND CALLED UPON THE ATTORNEY GENERAL TO OPEN AN INVESTIGATION INTO THE INCIDENT. WE ASSISTED OUR CLIENTS IN PARTICIPATING IN INVESTIGATIONS BY THE AG AND IN AN INDEPENDENT INVESTIGATION COMMISSIONED BY THE MFA. MATTER RESOLVED IN 2020, WITH BROAD-REACHING SETTLEMENT REQUIRING MFA TO IMPLEMENT POLICIES REGARDING DIVERSITY AND INCLUSION AND ESTABLISH FUND TO CARRY OUT REFORMS. NO ATTORNEYS' FEES RECEIVED.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:

EVENT. THIS FREE, ONE-DAY EXPERIENCE PROVIDES ENTREPRENEURS AND SMALL BUSINESS OWNERS WITH DOZENS OF WORKSHOPS AND LEGAL CONSULTATIONS WITH ATTORNEYS WHO SPECIALIZE IN BUSINESS ISSUES.

FOODBIZ 101: ONE OF OUR MOST POPULAR PROGRAMS, THIS 13-WEEK ACCELERATOR HELPS ASPIRING FOOD ENTREPRENEURS TURN THEIR VISION INTO REALITY. EACH SESSION IS TAUGHT BY AN INDUSTRY EXPERT AND COVERS A DIFFERENT TOPIC, SUCH AS PERMITTING, BUSINESS PLANNING, AND MARKETING, AS WELL AS FOOD-SPECIFIC SUBJECTS, INCLUDING RECIPE SCALING AND LABELING. AT THE CONCLUSION OF THE SERIES, PARTICIPANTS PRESENT THEIR

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BUSINESS PITCHES TO A PANEL OF EXPERTS AND GRADUATE READY TO LIVE OUT THEIR DREAMS AS NEW BUSINESS OWNERS. FOODBIZ IS RUN IN PARTNERSHIP WITH GOODWIN LLP AND COMMONWEALTH KITCHEN.

BIZGROW LAUNCH SERIES: IN PARTNERSHIP WITH ROXBURY COMMUNITY COLLEGE, THIS SEMINAR SERIES PROVIDES A COMPREHENSIVE OVERVIEW OF HOW TO START AND RUN A SUCCESSFUL BUSINESS OF YOUR OWN FROM WRITING A BUSINESS PLAN AND MANAGING LEGAL ISSUES TO SPEAKING PUBLICLY, COMFORTABLY, AND CONFIDENTLY ABOUT YOUR BUSINESS. RECENT PARTICIPANTS INCLUDE AN ENTREPRENEUR WHO LAUNCHED A COMPOSTING SERVICE, A LIFE COACH, AN EVENT PLANNER, AND MORE.

OPEN CLINICS: BIZGROW LEGAL CLINICS PROVIDE BUSINESS OWNERS WITH FREE, ONE-ON-ONE CONSULTATIONS WITH LEADING ATTORNEYS FROM MAJOR LAW FIRMS. DURING THESE CLINICS, BUSINESS OWNERS CAN ASK SPECIFIC QUESTIONS ABOUT THEIR BUSINESS AND RECEIVE THE GUIDANCE THEY NEED TO SUCCEED.

FORM 990, PART VI, SECTION B, LINE 11B:

THE BOARD TREASURER AND EXECUTIVE COMMITTEE REVIEWS THE TAX RETURN AND FINANCIAL STATEMENTS ON BEHALF OF THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS BEFORE THE FINANCIAL STATEMENTS ARE ISSUED AND THE TAX RETURN IS FILED. THE EXECUTIVE COMMITTEE IS THEN PROVIDED WITH COPIES OF BOTH THE ANNUAL TAX RETURNS AND AUDITED FINANCIAL STATEMENTS. THE BOARD OF DIRECTORS IS SUBSEQUENTLY NOTIFIED REGARDING THE COMPLETION AND RESULTS OF THE ANNUAL AUDIT; AND THE ANNUAL TAX RETURN FILINGS AND AUDITED FINANCIAL STATEMENTS ARE SHARED WITH THE BOARD OF DIRECTORS AT A REGULARLY SCHEDULED BOARD OF DIRECTORS MEETING.

FORM 990, PART VI, SECTION B, LINE 12C:

THE ORGANIZATION ENFORCES COMPLIANCE WITH THE CONFLICT OF INTEREST POLICY

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BY REQUIRING ALL BOARD MEMBERS TO SIGN A CONFLICT OF INTEREST POLICY  
STATEMENT. REMINDERS ARE PROVIDED ANNUALLY AT A REGULARLY SCHEDULED BOARD  
OF DIRECTORS MEETING.

FORM 990, PART VI, SECTION B, LINE 15A:

IVAN ESPINOZA-MADRIGAL'S COMPENSATION IS DISCUSSED BY THE EXECUTIVE  
COMMITTEE AND INVOLVES THE PREPARATION OF A WRITTEN EVALUATION.

FORM 990, PART VI, SECTION C, LINE 19:

THESE DOCUMENTS ARE AVAILABLE UPON REQUEST AND ON THE GUIDESTAR.ORG  
WEBSITE.

FORM 990, PART XII, LINE 2C

BOARD TREASURER REVIEWS THE AUDITED FINANCIAL STATEMENTS ON BEHALF OF  
THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS PRIOR TO ISSUANCE.