

Form **990**
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047
2018
Open to Public Inspection

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

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

C Name of organization
ZOOLOGICAL SOCIETY OF PITTSBURGH

Doing business as
PITTSBURGH ZOO & PPG AQUARIUM

Number and street (or P O box if mail is not delivered to street address) Room/suite
ONE WILD PLACE

City or town, state or province, country, and ZIP or foreign postal code
PITTSBURGH, PA 152061178

D Employer identification number
25-1418766

E Telephone number
(412) 665-3639

G Gross receipts \$ 19,516,377

F Name and address of principal officer
DR BARBARA BAKER
ONE WILD PLACE
PITTSBURGH, PA 15206

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.PITTSBURGHZOO.ORG

K Form of organization Corporation Trust Association Other ▶

L Year of formation 1994

M State of legal domicile PA

Part I Summary

1 Briefly describe the organization's mission or most significant activities
TO BE A LEADER AND CONTRIBUTOR TO THE CONSERVATION OF ENDANGERED AND THREATENED SPECIES

2 Check this box 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)	46
4 Number of independent voting members of the governing body (Part VI, line 1b)	46
5 Total number of individuals employed in calendar year 2018 (Part V, line 2a)	416
6 Total number of volunteers (estimate if necessary)	200
7a Total unrelated business revenue from Part VIII, column (C), line 12	0
7b Net unrelated business taxable income from Form 990-T, line 34	0

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	10,470,766	10,268,963
9 Program service revenue (Part VIII, line 2g)	11,326,441	8,768,892
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,500	1,890
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	58,253	150,554
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	21,857,960	19,190,299
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	94,378	75,988
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)	10,602,269	11,089,906
16a Professional fundraising fees (Part IX, column (A), line 11e)	8,100	0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 624,184		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	9,540,197	9,393,371
18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	20,244,944	20,559,265
19 Revenue less expenses Subtract line 18 from line 12	1,613,016	-1,368,966
	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	66,405,301	65,474,313
21 Total liabilities (Part X, line 26)	2,982,874	3,420,852
22 Net assets or fund balances Subtract line 21 from line 20	63,422,427	62,053,461

Part II Signature Block

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

Sign Here
Signature of officer: ***** Date: 2019-10-18
DR BARBARA BAKER PRESIDENT/CEO
Type or print name and title

Paid Preparer Use Only
Print/Type preparer's name: Preparer's signature: Date: PTIN: P00227231
Check if self-employed
Firm's name: ▶ SCHNEIDER DOWNS & CO INC Firm's EIN: ▶ 25-1408703
Firm's address: ▶ ONE PPG PLACE SUITE 1700 PITTSBURGH, PA 15222 Phone no: (412) 261-3644

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission

THE ZOOLOGICAL SOCIETY OF PITTSBURGH IS DEDICATED TO BEING A LEADER IN, AND SIGNIFICANT CONTRIBUTOR TO, THE CONSERVATION OF ENDANGERED AND THREATENED SPECIES THE SOCIETY PROVIDES AN ENJOYABLE FAMILY EXPERIENCE THAT FOSTERS UNDERSTANDING, RESPECT AND APPRECIATION FOR WILDLIFE THE SOCIETY'S SUPPORT COMES PRIMARILY FROM INDIVIDUALS, CORPORATIONS, FOUNDATION GRANTS, REGIONAL SUPPORT AND OPERATIONS

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 \$ 5,595,557 including grants of \$ 75,988) (Revenue \$ 4,921,362)
See Additional Data

4b (Code) (Expenses \$ 5,595,557 including grants of \$) (Revenue \$)
See Additional Data

4c (Code) (Expenses \$ 5,595,557 including grants of \$) (Revenue \$ 3,847,530)
See Additional Data

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

4e Total program service expenses ▶ 16,786,671

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1 through 22 regarding organizational requirements and reporting.

Part IV Checklist of Required Schedules (continued)

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	81
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes

<p>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</p>	2a	416			
<p>b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note.If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)</p>			2b	Yes	
<p>3a Did the organization have unrelated business gross income of \$1,000 or more during the year?</p>			3a		No
<p>b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation in Schedule O</i></p>			3b		
<p>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)?</p>			4a		No
<p>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)</p>					
<p>5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?</p>			5a		No
<p>b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?</p>			5b		No
<p>c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?</p>			5c		
<p>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?</p>			6a		No
<p>b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?</p>			6b		
7 Organizations that may receive deductible contributions under section 170(c).					
<p>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?</p>			7a	Yes	
<p>b If "Yes," did the organization notify the donor of the value of the goods or services provided?</p>			7b	Yes	
<p>c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?</p>			7c		No
<p>d If "Yes," indicate the number of Forms 8282 filed during the year</p>	7d				
<p>e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?</p>			7e		No
<p>f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?</p>			7f		No
<p>g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?</p>			7g		
<p>h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?</p>			7h		
8 Sponsoring organizations maintaining donor advised funds.					
<p>Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?</p>			8		
<p>9a Did the sponsoring organization make any taxable distributions under section 4966?</p>			9a		
<p>b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?</p>			9b		
10 Section 501(c)(7) organizations. Enter					
<p>a Initiation fees and capital contributions included on Part VIII, line 12</p>	10a				
<p>b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities</p>	10b				
11 Section 501(c)(12) organizations. Enter					
<p>a Gross income from members or shareholders</p>	11a				
<p>b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)</p>	11b				
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?					
<p>b If "Yes," enter the amount of tax-exempt interest received or accrued during the year</p>	12b				
13 Section 501(c)(29) qualified nonprofit health insurance issuers.					
<p>a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O</p>			13a		
<p>b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans</p>	13b				
<p>c Enter the amount of reserves on hand</p>	13c				
<p>14a Did the organization receive any payments for indoor tanning services during the tax year?</p>			14a		No
<p>b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i></p>			14b		
<p>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</p>			15		No
<p>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</p>			16		No

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O See instructions Check if Schedule O contains a response or note to any line in this Part VI



Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year (46); 1b Enter the number of voting members included in line 1a, above, who are independent (46); 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? (No); 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? (No); 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? (No); 5 Did the organization become aware during the year of a significant diversion of the organization's assets? (No); 6 Did the organization have members or stockholders? (No); 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? (No); 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? (No); 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? (Yes); 8b Each committee with authority to act on behalf of the governing body? (Yes); 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O (No).

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

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

Section C. Disclosure

Table with 2 columns: Question, Answer. Rows include: 17 List the States with which a copy of this Form 990 is required to be filed (PA); 18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply: Own website (), Another's website (), Upon request (), Other (explain in Schedule O) (); 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year; 20 State the name, address, and telephone number of the person who possesses the organization's books and records (JACQUELINE VINCUNAS ONE WILD PLACE PITTSBURGH, PA 152061178 (412) 365-2510).

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
List all of the organization's current key employees, if any
List the organization's five current highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation
List all of the organization's former officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation
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

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

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

Table with 6 main columns: (A) Name and Title, (B) Average hours per week, (C) Position (Individual trustee or director, Institutional Trustee, Officer, Key employee, Highest compensated employee, Former), (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.

See Additional Data Table

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 dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See Additional Data Table										
1b Sub-Total										
1c Total from continuation sheets to Part VII, Section A										
1d Total (add lines 1b and 1c)							573,987	0	90,706	

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 **▶ 3**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
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? <i>If "Yes," complete Schedule J for such individual</i>	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

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
HARRIS MASONRY INC, 420 GREENTREE ROAD PITTSBURGH, PA 15220	CONSTRUCTION	209,422
HHR CONSTRUCTION & EXCAVATION 204 SPARTZ DRIVE JEFFERSON HILLS, PA 15025	CONSTRUCTION	198,790
JOSEPH TESTA CONCRETE CONTRACTING INC	CONSTRUCTION	142,200
422 PRESTLEY STREET CARNEGIE, PA 15106		

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 **▶ 3**

Part VIII Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a 37,550				
	b Membership dues	1b 2,395,514				
	c Fundraising events	1c 163,689				
	d Related organizations	1d				
	e Government grants (contributions)	1e 4,885,715				
	f All other contributions, gifts, grants, and similar amounts not included above	1f 2,786,495				
	g Noncash contributions included in lines 1a - 1f \$	1,048,971				
	h Total. Add lines 1a-1f		10,268,963			
Program Service Revenue	2a ADMISSIONS	Business Code				
		900099	6,390,023	6,390,023		
	b VISITOR SERVICES	900099	1,305,036	1,305,036		
	c EDUCATION	900099	1,073,833	1,073,833		
	d _____					
	e _____					
	f All other program service revenue					
g Total. Add lines 2a-2f		8,768,892				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		1,890		1,890	
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
	6a Gross rents	(i) Real				
		22,435	(ii) Personal			
		b Less rental expenses	0			
		c Rental income or (loss)	22,435			
	d Net rental income or (loss)		22,435		22,435	
	7a 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)					
	8a Gross income from fundraising events (not including \$ 163,689 of contributions reported on line 1c) See Part IV, line 18	a	454,197			
		b Less direct expenses	326,078			
c Net income or (loss) from fundraising events			128,119		128,119	
9a Gross income from gaming activities See Part IV, line 19	a					
	b Less direct expenses					
	c Net income or (loss) from gaming activities					
10a Gross sales of inventory, less returns and allowances	a					
	b Less cost of goods sold					
	c Net income or (loss) from sales of inventory					
Miscellaneous Revenue	Business Code					
11a _____						
b _____						
c _____						
d All other revenue						
e Total. Add lines 11a-11d						
12 Total revenue. See Instructions		19,190,299	8,768,892	0	152,444	

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.	49,000	49,000		
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, line 15 and 16.	26,988	26,988		
4 Benefits paid to or for members.				
5 Compensation of current officers, directors, trustees, and key employees.	494,184	283,936	139,264	70,984
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.	7,537,065	6,141,115	1,059,556	336,394
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).	650,216	395,261	239,426	15,529
9 Other employee benefits.	1,763,548	1,037,953	691,885	33,710
10 Payroll taxes.	644,893	523,653	91,575	29,665
11 Fees for services (non-employees)				
a Management.				
b Legal.	1,148		1,148	
c Accounting.	78,398		78,398	
d Lobbying.	29,028		29,028	
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 Schedule O).	304,211	185,745	115,102	3,364
12 Advertising and promotion.	736,853	718,651	597	17,605
13 Office expenses.	320,852	76,958	238,211	5,683
14 Information technology.				
15 Royalties.				
16 Occupancy.	1,692,845	1,558,442	134,403	
17 Travel.	146,373	96,086	40,937	9,350
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19 Conferences, conventions, and meetings.				
20 Interest.	64,775	29,525	35,250	
21 Payments to affiliates.				
22 Depreciation, depletion, and amortization.	3,248,298	3,151,819	86,831	9,648
23 Insurance.	446,667	446,667		
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a SUPPLIES	609,194	588,344	9,589	11,261
b ANIMAL EXPENSES	589,956	589,956		
c DINO EXPENSES	370,800	370,800		
d EQUIPMENT	268,247	145,108	119,590	3,549
e All other expenses	485,726	370,664	37,620	77,442
25 Total functional expenses. Add lines 1 through 24e.	20,559,265	16,786,671	3,148,410	624,184
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 <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	37,144	1	21,390
	2 Savings and temporary cash investments	372,832	2	1,592,413
	3 Pledges and grants receivable, net	1,266,959	3	1,057,175
	4 Accounts receivable, net		4	88,380
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	153,826	9	139,720
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 96,983,652		
	b Less accumulated depreciation	10b 34,408,417	64,574,540	10c 62,575,235
	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		15	
16 Total assets. Add lines 1 through 15 (must equal line 34)		66,405,301	16	65,474,313
Liabilities	17 Accounts payable and accrued expenses	1,390,081	17	1,683,234
	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 current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties	1,592,793	23	1,737,618
	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		25	
	26 Total liabilities. Add lines 17 through 25	2,982,874	26	3,420,852
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	62,178,052	27	59,520,587
	28 Temporarily restricted net assets	1,189,885	28	2,478,384
	29 Permanently restricted net assets	54,490	29	54,490
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
33 Total net assets or fund balances	63,422,427	33	62,053,461	
34 Total liabilities and net assets/fund balances	66,405,301	34	65,474,313	

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	19,190,299
2	Total expenses (must equal Part IX, column (A), line 25)	2	20,559,265
3	Revenue less expenses Subtract line 2 from line 1	3	-1,368,966
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	63,422,427
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 in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	62,053,461

Part XII Financial Statements and Reporting

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

- 1** Accounting method used to prepare the Form 990 Cash Accrual Other _____
 If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?
 If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant?
 If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both
 Separate basis Consolidated basis Both consolidated and separate basis
- c** If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
 If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		No
2b	Yes	
2c	Yes	
3a		No
3b		

Additional Data

Software ID:

Software Version:

EIN: 25-1418766

Name: ZOOLOGICAL SOCIETY OF PITTSBURGH

Form 990 (2018)

Form 990, Part III, Line 4a:

EDUCATION ANNUALLY, NEARLY 400,000 STUDENTS OF ALL AGES ENJOY THE ZOO'S POPULAR EDUCATION PROGRAMS, CLASSES, AND TEACHER WORKSHOPS. THESE PROGRAMS ALLOW PARTICIPANTS TO CLOSELY IDENTIFY WITH WILDLIFE, PLANTS, AND NATURAL HABITATS, PROVIDING A FIRM UNDERSTANDING OF THE INTERCONNECTEDNESS OF ALL LIVING THINGS. ZOO PROGRAMS IMPACT MEMBERS OF THE COMMUNITY WHO VISIT THE ZOO, AND ALSO THOSE WHO CANNOT MAKE IT TO THE PARK ITSELF. ZOOMOBILES MADE NUMEROUS APPEARANCES AT SCHOOLS, NURSING HOMES, COMMUNITY FAIRS, MALLS, OUTLETS, LIBRARIES, AND GROUP GATHERINGS TO PROMOTE THE ZOO'S MANY CONSERVATION-EDUCATION PROGRAMS. PARTNERING WITH LOCAL VENDORS HAS ALLOWED THE ZOO TO OFFER MANY ASSEMBLY PROGRAMS FREE OF CHARGE AND CREATE MORE WAYS TO SERVE MORE STUDENTS. OUR POPULAR ZOO CAMP SUMMER PROGRAM CONTINUES TO SET RECORD-BREAKING ATTENDANCE LEVELS FOR CHILDREN AGES 2 TO 13, AND THE ZOO IS COMMITTED TO PROVIDING SUPPORT FOR THE CONTINUED GROWTH OF THIS PROGRAM. SINCE 1999, THE KIDSCIENCE PROGRAM HAS PROVIDED PITTSBURGH AREA MIDDLE-SCHOOL STUDENTS WITH ENRICHING EDUCATIONAL OPPORTUNITIES DESIGNED TO PROPEL FUTURE SCIENTISTS INTO THE FOREFRONT OF ANIMAL BEHAVIOR RESEARCH. KIDSCIENCE STUDENTS HAVE HAD A REAL AND MEANINGFUL IMPACT ON MANY OF THE ZOO'S RESEARCH PROJECTS, INCLUDING THE WORK THAT LED TO THE BIRTH OF OUR ELEPHANT CALVES. FINANCIAL CONSTRAINTS DO NOT IMPACT PARTICIPATION AND THE ZOO HAS AWARDED OVER 260 NEED-BASED SCHOLARSHIPS TO QUALIFIED STUDENTS SINCE ITS INCEPTION. FOR MANY DECADES, THE ZOO TEEN PROGRAM HAS BEEN PROVIDING OPPORTUNITIES FOR TEENS AGES 14 TO 17 TO WORK AT THE ZOO DURING THE SUMMER AND LEARN MORE ABOUT ANIMALS WHILE GAINING THEIR FIRST WORK EXPERIENCES. PROGRAMS SUCH AS PIZZA WITH THE KEEPERS INTRODUCE HIGH SCHOOL-AGED YOUTH TO WHAT WORKING AT A ZOO AND WITH ANIMALS IS REALLY LIKE, POTENTIALLY SPRING-BOARDING THEM INTO REWARDING LIFELONG CAREERS. EDUCATION AT THE ZOO REACHES BEYOND WHAT CAN BE TAUGHT IN A CLASSROOM SETTING. AS ONE OF THE LARGEST YOUTH EMPLOYERS IN THE REGION, THE ZOO WORKS WITH A HOST OF COMMUNITY PARTNERS AND LOCAL SCHOOLS TO PROVIDE AT-RISK YOUTH AN OPPORTUNITY TO GAIN FIRSTHAND KNOWLEDGE AND ON-THE-JOB LEARNING IN VIABLE POSITIONS AT THE ZOO. THE ZOO OFFERS INTERNSHIPS IN ALL AREAS OF THE FACILITY, INCLUDING THE MARKETING, ANIMAL HUSBANDRY, EDUCATION, CONSERVATION RESEARCH, VETERINARY, AND HORTICULTURE DEPARTMENTS. THE ANIMAL HEALTH DEPARTMENT ALONE PROVIDED NEARLY 3,000 HOURS OF TRAINING FOR TWO INTERNATIONAL STUDENTS AND EIGHT AMERICAN STUDENTS THROUGH INTERNSHIPS OUTSIDE OF FORMAL CLASSES, PROGRAMS, EMPLOYMENT, AND INTERNSHIPS. MEMBERS OF THE GENERAL PUBLIC ARE EDUCATED WITH EVERY VISIT TO THE ZOO. WHETHER READING ON-GROUNDS SIGNAGE ABOUT THEIR FAVORITE ANIMALS, EXPLORING CONTENT IN THE ZOO'S APP, LEARNING MORE THROUGH THE ONE DEGREE OF CHANGE INITIATIVE THAT EDUCATES GUESTS ABOUT THE IMPACT OF THEIR ACTIONS ON THE ENVIRONMENT WHILE ENCOURAGING SMALL LIFESTYLE CHANGES, OR GAINING AWARENESS ABOUT GREEN PRACTICES THROUGH EXPOSURE TO WIND TURBINES, SOLAR PANELS, RAIN GARDENS, AND GREEN ROOFS, THE ZOO STRIVES TO ENRICH THE KNOWLEDGE OF EVERY VISITOR THROUGH ITS OFFERINGS.

Form 990, Part III, Line 4b:

CONSERVATION & RESEARCH THE PITTSBURGH ZOO & PPG AQUARIUM'S SCIENCE AND CONSERVATION PROGRAM LOOKS TO CONDUCT PROGRESSIVE AND INNOVATIVE PROJECTS WHILE ENGAGING AND SUPPORTING STAKEHOLDERS ON WILDLIFE CONSERVATION DIRECTIVES BY DEVELOPING NOVEL APPROACHES TO PRESSING ISSUES, THE PROGRAM CONTINUES TO SUCCESSFULLY INCORPORATE LOCAL COMMUNITIES FOR LONG-TERM SUSTAINABILITY OF CRITICAL CONSERVATION EFFORTS THE ZOO HAS PARTICIPATED IN AND FUNDED CONSERVATION RESEARCH PROGRAMS REGIONALLY, ON ALL SEVEN CONTINENTS, AND IN ALL FIVE OCEANS THE PPG CONSERVATION & SUSTAINABILITY FUND WAS ESTABLISHED THROUGH A PARTNERSHIP BETWEEN PPG AND THE ZOO THIS FUND IS DESIGNED TO ADVANCE THE MISSION OF THE ZOO BY AWARDING GRANTS BETWEEN \$1,000 AND \$3,000 TO CONSERVATION-ORIENTED PROJECTS BOTH LOCALLY AND AROUND THE WORLD OVER THE PAST DECADE MORE THAN 240 PROJECTS HAVE RECEIVED GRANTS THROUGH THIS PROGRAM THERE'S MORE GOING ON AT THE PITTSBURGH ZOO THAN MEETS THE EYE, ESPECIALLY WHEN IT COMES TO ANIMAL CONSERVATION THE INTERNATIONAL CONSERVATION CENTER, OFTEN REFERRED TO AS THE ICC, IS OPERATED UNDER THE AUSPICES OF THE ZOO IT SITS ON 1,000 ACRES OF ROLLING HILLS IN SOMERSET COUNTY, PENNSYLVANIA THE ICC IS NORTH AMERICA'S PREMIERE FACILITY FOR AFRICAN ELEPHANT CONSERVATION, EDUCATION, TRAINING, BREEDING, AND RESEARCH THROUGH THE SEA TURTLE SECOND CHANCE PROGRAM, THE ZOO ACCEPTS INJURED SEA TURTLES AND HATCHLINGS, WHO DIDN'T MAKE IT INTO GULF STREAM WATERS, AND CARES FOR THEM UNTIL THEY ARE HEALTHY ENOUGH TO BE RELEASED BACK INTO THE WILD THE ZOO IS AN IMPORTANT PARTICIPANT IN THIS PROGRAM BECAUSE IT IS AN INLAND INSTITUTION MOST OF THE AQUARIUMS PARTICIPATING IN THE STSCP ARE LOCATED ALONG THE COAST, WHICH ALLOWS THEM TO TAKE IN TURTLES WHO CAN MAKE A SPEEDY RECOVERY SOME HATCHLINGS AND INJURED TURTLES NEED LONG-TERM REHABILITATION THESE ANIMALS ARE TRANSPORTED TO THE PITTSBURGH ZOO & PPG AQUARIUM FOR THEIR EXTENDED RECOVERY TIME, FREEING UP SPACE FOR FASTER RECOVERING TURTLES AT THE INSTITUTIONS ALONG THE COAST AND ALLOWING MANY MORE TURTLES TO BE REHABILITATED IN THE PROGRAM THROUGH EDUCATIONAL DISPLAYS AND MEET-THE-KEEPER SESSIONS, VISITORS HAVE THE OPPORTUNITY TO LEARN ABOUT SEA TURTLES, AND HOW THEY CAN IMPACT THEIR CARE AND SURVIVAL IN THE WILD SCORE (SEXUAL CORAL REPRODUCTION) IS A GLOBAL NETWORK OF SCIENTISTS AND AQUARIUM PROFESSIONALS DEDICATED TO RESTORING AND CONSERVING CORAL REEF ECOSYSTEMS IN MEXICO, THE CARIBBEAN, AND THE PACIFIC OCEAN THROUGH RESEARCH AND EDUCATION AMONG OTHER TASKS, A CRUCIAL COMPONENT OF THE NONPROFIT, COLLABORATIVE PROGRAM IS HELPING CORAL REPRODUCE, THEREBY ENSURING NEW POPULATIONS OF GENETICALLY DIVERSE CORAL JOIN THE EXISTING ECOSYSTEMS THE ZOO SUPPORTS SCORE SCIENTIFICALLY AND TECHNICALLY, AND PLAYS A KEY ROLE IN THE PHOTOGRAPHY AND VIDEOGRAPHY OF SCORE ACTIVITIES BEYOND SPECIES-SPECIFIC PROGRAMS, SEVERAL ZOO RESIDENTS OFFER VALUABLE OPPORTUNITIES FOR RESEARCH THAT CAN BE APPLIED TO THEIR WILD COUNTERPARTS COOLIO, A NORTHERN ELEPHANT SEAL, WAS FOUND BEACHED IN CALIFORNIA AND DEEMED TO BE UNRELEASABLE BY THE U S FISH AND WILDLIFE SERVICE BECAUSE OF HIS INJURIES THE PITTSBURGH ZOO & PPG AQUARIUM, THE ONLY NORTH AMERICAN FACILITY HOUSING ELEPHANT SEALS, REHABILITATES AND CARES FOR ANIMALS LIKE COOLIO, WHILE ALSO RESEARCHING THEIR BEHAVIOR THIS ALLOWS FOR VALUABLE INFORMATION TO BE COLLECTED THAT MAY NOT BE AVAILABLE THROUGH RESEARCH IN THE WILD ALONE THE PITTSBURGH ZOO & PPG AQUARIUM'S GREEN TEAM COMMITTEE TAKES CONSERVATION AND ENVIRONMENTALLY FRIENDLY PRACTICES TO A NEW LEVEL THE GREEN TEAM'S MISSION IS TO RESEARCH AND RECOMMEND HOW TO USE RESOURCES AND MANAGE WASTE EFFICIENTLY AND SUSTAINABLY WHILE OPERATING THE ZOO THE TEAM STRIVES TO CREATE A CULTURE OF CONSERVATION FOR ZOO STAFF AND FOR THE VISITING PUBLIC IMPROVEMENTS MADE BY THE GREEN TEAM INCLUDE UPGRADING TO ALL GREEN CLEANING PRACTICES IN ZOO FACILITIES, ADVOCATING FOR ENERGY-EFFICIENT INFRASTRUCTURE AND GREEN BUILDING DESIGN, IMPLEMENTING ADDITIONAL COMPOSTING AND RECYCLING OPTIONS SUCH AS BIODEGRADABLE PLATES AND UTENSILS IN THE ZOO'S EATERIES, AND ESTABLISHING GREEN PARTNERSHIPS WITH THE DAVID L LAWRENCE CONVENTION CENTER, PHIPPS CONSERVATORY AND BOTANICAL GARDENS, THE NATIONAL AVIARY, PPG PAINTS ARENA, AND THE CHILDREN'S MUSEUM OF PITTSBURGH AT THE ZOO, MOST OF THE ORGANIC WASTE IS RECYCLED INTO COMPOST AND USED IN LANDSCAPING THROUGHOUT THE PARK THIS KEEPS THE WASTE OUT OF LANDFILLS SO THAT IT DOES NOT GENERATE CLIMATE-WARMING GASES AS IT WOULD IF IT WERE THROWN AWAY WITH OTHER GARBAGE, AND IT ALSO HELPS US TO PLANT AND MAINTAIN A BEAUTIFUL LANDSCAPE THE COMPOST-ENRICHED SOIL REDUCES EROSION, ALLEVIATES SOIL COMPACTION, PROVIDES NUTRIENTS THAT HELP PLANTS GROW, AND CONTROLS DISEASE AND PEST INFESTATION IN PLANTS THE COMPOSTING PROGRAM COMPLIMENTS OTHER RECYCLING PROGRAMS AT THE ZOO, INCLUDING WATER, CARDBOARD, BATTERIES, CANS, BOTTLES, PAPER, AND CELL PHONES WHETHER FUNDING OR PARTICIPATING IN PROJECTS IN THE WILD, CONDUCTING RESEARCH WITH OUR OWN RESIDENT ANIMALS, OR IMPLEMENTING ECO-FRIENDLY PRACTICES THAT MAKE AN ENVIRONMENTAL IMPACT, CONSERVATION AND RESEARCH IS AN ESSENTIAL PIECE OF EVERYTHING WE DO AT THE ZOO

Form 990, Part III, Line 4c:

RECREATION OPEN THROUGHOUT THE YEAR WITH THE EXCEPTIONS OF THANKSGIVING DAY, CHRISTMAS DAY, AND NEW YEAR'S DAY, THE ZOO HOSTS NUMEROUS EVENTS FOR COMMUNITY AND REGIONAL GROUPS WITH FULLY ADA-ACCESSIBLE FACILITIES, THE PROVISION OF OPEN SPACE FOR PUBLIC RECREATION, SEVERAL HISTORICALLY PRESERVED PUBLIC LANDMARKS, AND 9,000 ANIMALS REPRESENTING MORE THAN 900 SPECIES ALONG WITH FOLIAGE FROM EVERY CORNER OF THE EARTH, THE ZOO OFFERS SOMETHING SPECIAL FOR EVERY UNIQUE INTEREST OF EACH OF THE HUNDREDS OF THOUSANDS OF VISITORS FROM ALL BACKGROUNDS WHO ENJOY TRIPS TO THE ZOO ANNUALLY FOR EXAMPLE, 830,440 INDIVIDUALS VISITED THE ZOO IN 2018 TO INCREASE COMMUNITY INVOLVEMENT, HUNDREDS OF SPECIAL EVENTS AND PROMOTIONS GEARED TOWARDS THE GENERAL PUBLIC, FAMILIES, SPECIAL NEEDS GROUPS, COMMUNITY AND REGIONAL GROUPS, AND ZOO MEMBERS ARE CONDUCTED THROUGHOUT THE YEAR SPECIAL EVENTS HELD DURING THE DAYTIME AND EVENING ARE DESIGNED TO ENGAGE VISITORS OF VARYING LEVELS AND INTERESTS THESE EVENTS INCLUDE DIVERSE THEMES SUCH AS NEW BABY CELEBRATIONS, ANIMAL-CENTRIC EVENTS THAT FOCUS ON INDIVIDUAL SPECIES, A 5K RACE CALLED ZOOZILLA, ADULT-ONLY EVENING ENGAGEMENTS, AND HOLIDAY-THEMED EXTRAVAGANZAS SUCH AS A HALLOWEEN-THEMED EVENT CALLED ZOOBOO DREAM NIGHT, AN INVITE-ONLY SPECIAL EVENT, WAS STARTED IN 2006 THROUGH A PARTNERSHIP WITH CHILDREN'S HOSPITAL OF PITTSBURGH THIS EVENT INVITES CHILDREN WITH DISABILITIES AND CHRONIC HEALTHCARE NEEDS, ALONG WITH THEIR FAMILIES, ENJOY A PRIVATE ZOO VISIT AFTER HOURS FREE OF CHARGE THE PLETHORA OF PROGRAMS CURRENTLY OFFERED IS EXPECTED TO CONTINUE AND GROW IN THE COMING YEARS IN ORDER TO ENSURE ACCESSIBILITY FOR EVERYONE REGARDLESS OF FINANCIAL MEANS, THE ZOO DESIGNATES OPPORTUNITIES FOR FREE VISITS THROUGHOUT THE YEAR, INCLUDING A DAY WHERE ALL VISITORS RECEIVE FREE ADMISSION THERE ARE VARIOUS OTHER SPECIAL PROMOTIONS OFFERING DISCOUNTED ADMISSION AS WELL MILITARY VETERANS, ACTIVE DUTY MILITARY MEMBERS, AND RESERVISTS RECEIVE FREE ADMISSION EVERY DAY PHYSICALLY, MENTALLY, OR EMOTIONALLY CHALLENGED PERSONS ARE GRANTED FREE ADMISSION ANY TIME THROUGHOUT THE YEAR, AS ARE GROUPS SERVING THE DISADVANTAGED, WHICH RECEIVE FREE ADMISSION THROUGH OUR SCHOLARSHIP PROGRAM THE ZOO DONATES A SUBSTANTIAL PORTION OF ITS SERVICES TO BENEFIT THE LOCAL AND REGIONAL COMMUNITY, WHERE THE VAST MAJORITY OF ITS VISITORS RESIDE OPERATIONS ARE ENTIRELY FREE FROM PROFIT MOTIVE, WHICH ALLOWS THE ZOO TO CONTINUE TO EXPAND THE POSITIVE INITIATIVES IT FACILITATES WHILE EXPLORING NEW WAYS TO SUPPORT AND ENRICH THE COMMUNITY THAT IT SERVES AND OF WHICH IT IS AN ICONIC PART

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LEONARD F BACH DIRECTOR	1 00	X						0	0	0
JOSEPH BAILEY DIRECTOR	1 00	X						0	0	0
GLENN E BOST II DIRECTOR (EXITED 12/31/18)	1 00	X						0	0	0
DOROTHY BOYER DIRECTOR	1 00	X						0	0	0
HOWARD BRUSCHI DIRECTOR	3 00	X						0	0	0
KENNETH P CHENG MD DIRECTOR	1 00	X						0	0	0
ROSALIND CHOW DIRECTOR	3 00	X						0	0	0
G HENRY COOK DIRECTOR	1 00	X						0	0	0
JACK DEMOS DIRECTOR	1 00	X						0	0	0
LINDA DICKERSON DIRECTOR	1 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
COLETTE DUGAN DIRECTOR	1 00	X						0	0	0
JOAN ELLENBOGEN DIRECTOR	5 00	X						0	0	0
BEVERLYNN ELLIOTT DIRECTOR	3 00	X						0	0	0
WILLIAM FALLON DIRECTOR	3 00	X						0	0	0
KAREN ROCHE GALEY DIRECTOR	1 00	X						0	0	0
DEBORAH BERGREN GARLOCK DIRECTOR	3 00	X						0	0	0
DEBORAH GROSS DIRECTOR	1 00	X						0	0	0
DAVID GRUBMAN DIRECTOR	1 00	X						0	0	0
ANDREW W HASLEY DIRECTOR	1 00	X						0	0	0
AMANDA GREEN-HAWKINS DIRECTOR	1 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JULIUS JONES DIRECTOR (DECEASED 4/4/18)	1 00	X						0	0	0
RICHARD D KALSON ESQ DIRECTOR	1 00	X						0	0	0
JUSTIN KAUFMAN DIRECTOR	1 00	X						0	0	0
REBECCA P KEEVICAN DIRECTOR (EXITED 5/7/18)	1 00	X						0	0	0
ROBERT KRIZNER DIRECTOR	1 00	X						0	0	0
THOMAS M KUBLACK DIRECTOR	1 00	X						0	0	0
MICHAEL C LAROCCO DIRECTOR	1 00	X						0	0	0
KRISTINE MCGINLEY DIRECTOR	1 00	X						0	0	0
PEGGY MCKNIGHT DIRECTOR	1 00	X						0	0	0
JOHN MICLOT DIRECTOR	1 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JENNIFER TIS MIHOK DIRECTOR	1 00	X						0	0	0
RYAN NEUPAVER DIRECTOR	1 00	X						0	0	0
DAVID NEWELL DIRECTOR	1 00	X						0	0	0
JOHN T PAYNE DIRECTOR	1 00	X						0	0	0
MAYOR WILLIAM PEDUTO DIRECTOR	1 00	X						0	0	0
DIANA MRVOS RATH DIRECTOR	3 00	X						0	0	0
J ERIC RENNER DIRECTOR	1 00	X						0	0	0
DONALD E RHOTEN DIRECTOR	1 00	X						0	0	0
PETER RUSS DIRECTOR (ENTERED 5/17/18)	1 00	X						0	0	0
SARA SCAIFE DIRECTOR	1 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JANEL SKELLEY DIRECTOR	1 00	X						0	0	0
MORTON D STANFIELD JR DIRECTOR	3 00	X						0	0	0
DOUGLAS STIRLING DIRECTOR	1 00	X						0	0	0
BECKY TORBIN DIRECTOR	1 00	X						0	0	0
SALLY WIGGIN DIRECTOR	1 00	X						0	0	0
ROBERT T WOODINGS III DIRECTOR	1 00	X						0	0	0
EDWARD GONCZ CHAIR	8 00	X		X				0	0	0
STUART T WISE VICE CHAIR (EXITED 7/1/18)	3 00	X		X				0	0	0
DONNA K HUDSON DIRECTOR THRU 6/18, VICE CHAIR AS OF 7/18	3 00	X		X				0	0	0
GREGORY A WEINGART TREASURER	3 00	X		X				0	0	0

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former				
JEANNE MINNICKS SECRETARY	3 00	X		X				0	0	0	
BARBARA BAKER PRESIDENT/CEO	40 00			X				316,178	0	40,383	
JACQUELINE VINCUNAS CHIEF FINANCIAL OFFICER	40 00			X				101,144	0	30,820	
BRADLEY SMITH DIRECTOR OF CONSTRUCTION MGMT	40 00					X		156,665	0	19,503	

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
 Attach to Form 990 or Form 990-EZ.
 Go to www.irs.gov/Form990 for the latest information.

2018

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization

ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number

25-1418766

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

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 **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
 - f Enter the number of supported organizations _____
 - 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		
Total						

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

(Complete only if you checked the box on line 5, 7, 8, or 9 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) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grant.")	12,017,893	14,817,539	17,265,819	10,470,766	10,268,963	64,840,980
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge	1	1	1	1	1	5
4 Total. Add lines 1 through 3	12,017,894	14,817,540	17,265,820	10,470,767	10,268,964	64,840,985
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						15,284,691
6 Public support. Subtract line 5 from line 4						49,556,294

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a)2014	(b)2015	(c)2016	(d)2017	(e)2018	(f)Total
7 Amounts from line 4	12,017,894	14,817,540	17,265,820	10,470,767	10,268,964	64,840,985
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	12,876	20,313	22,797	24,518	24,325	104,829
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						64,945,814
12 Gross receipts from related activities, etc (see instructions)					12	47,451,031

13 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

14 Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f))	14	76.300 %
15 Public support percentage for 2017 Schedule A, Part II, line 14	15	75.450 %

16a 33 1/3% support test—2018. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

b 33 1/3% support test—2017. 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 **stop here.** The organization qualifies as a publicly supported organization

17a 10%-facts-and-circumstances test—2018. 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 **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization

b 10%-facts-and-circumstances test—2017. 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 **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization

18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

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) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c	Add lines 7a and 7b						
8	Public support. (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►		(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9	Amounts from line 6						
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c	Add lines 10a and 10b						
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						

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

15	Public support percentage for 2018 (line 8, column (f) divided by line 13, column (f))	15	
16	Public support percentage from 2017 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17	Investment income percentage for 2018 (line 10c, column (f) divided by line 13, column (f))	17	
18	Investment income percentage from 2017 Schedule A, Part III, line 17	18	

19a 33 1/3% support tests—2018. 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—2017. 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 on line 12 of 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
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 12a or 12b in Part I, answer (b) and (c) below.		
	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).		
	5a		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
	5b		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI .		
	9a		
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .		
	9b		
c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .		
	9c		
10a	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 line 10b below.		
	10a		
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.)		
	10b		

Part IV Supporting Organizations (continued)

		Yes	No
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? <i>If "Yes" to a, b, or c, provide detail in Part VI</i>		

Section B. Type I Supporting Organizations

		Yes	No
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? <i>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.</i>		
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? <i>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.</i>		

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>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).</i>		

Section D. All Type III Supporting Organizations

		Yes	No
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

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	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c	<input type="checkbox"/> 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? <i>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.</i>	Yes	No
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? <i>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.</i>		
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? <i>Provide details in Part VI.</i>		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

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

- 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	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1	
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	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount 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	Minimum Asset Amount (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	Distributable Amount. 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)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 Total annual distributions. Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2018 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1 Distributable amount for 2018 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2018 (reasonable cause required-- explain in Part VI) See instructions			
3 Excess distributions carryover, if any, to 2018			
a From 2013.			
b From 2014.			
c From 2015.			
d From 2016.			
e From 2017.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2018 distributable amount			
i Carryover from 2013 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2018 from Section D, line 7 \$			
a Applied to underdistributions of prior years			
b Applied to 2018 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2018, if any Subtract lines 3g and 4a from line 2 If the amount is greater than zero, explain in Part VI See instructions			
6 Remaining underdistributions for 2018 Subtract lines 3h and 4b from line 1 If the amount is greater than zero, explain in Part VI See instructions			
7 Excess distributions carryover to 2019. Add lines 3j and 4c			
8 Breakdown of line 7			
a Excess from 2014.			
b Excess from 2015.			
c Excess from 2016.			
d Excess from 2017.			
e Excess from 2018.			

Additional Data

Software ID:

Software Version:

EIN: 25-1418766

Name: ZOOLOGICAL SOCIETY OF PITTSBURGH

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)

Facts And Circumstances Test

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 for instructions and the latest information.

OMB No 1545-0047
2018
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 the organization ZOOLOGICAL SOCIETY OF PITTSBURGH	Employer identification number 25-1418766
--	--

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

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")
- 2 Political campaign activity expenditures (see instructions) ▶ \$ _____
- 3 Volunteer hours for political campaign activities (see instructions) _____

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

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

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

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

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
1				
2				
3				
4				
5				
6				

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

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grass roots lobbying)														
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	29,028													
c	Total lobbying expenditures (add lines 1a and 1b)	29,028													
d	Other exempt purpose expenditures	20,856,315													
e	Total exempt purpose expenditures (add lines 1c and 1d)	20,885,343													
f	Lobbying nontaxable amount Enter the amount from the following table in both columns	1,000,000													
<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width: 50%;">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														
g	Grassroots nontaxable amount (enter 25% of line 1f)	250,000													
h	Subtract line 1g from line 1a If zero or less, enter -0-	0													
i	Subtract line 1f from line 1c If zero or less, enter -0-	0													
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?	<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) 2015	(b) 2016	(c) 2017	(d) 2018	(e) Total
2a Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000
c Total lobbying expenditures	29,125	29,028	29,028	29,028	116,209
d Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
f Grassroots lobbying expenditures					

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

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

	(a)		(b)
	Yes	No	Amount
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 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

Return Reference	Explanation
PART II-A LINE 1B	THE ZOO ENGAGED LONG NYQUIST FOR REPRESENTATION IN HARRISBURG AS PART OF AN AGREEMENT WITH THE PA ZOO COUNCIL NYQUIST PROVIDES ASSISTANCE WITH STATE GOVERNMENT FUNDING THROUGH DCED

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 for the latest information.

OMB No 1545-0047
2018
Open to Public Inspection

Name of the organization
ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number
25-1418766

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)

Preservation of land for public use (e g , recreation or education) Preservation of an historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

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

	Held at the End of the Year	
a Total number of conservation easements	2a	1
b Total acreage restricted by conservation easements	2b	724 00
c Number of conservation easements on a certified historic structure included in (a)	2c	0
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	0

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ► 0

4 Number of states where property subject to conservation easement is located ► 1

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 ► 100 00

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► \$ 5,150

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

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

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

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

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

(i) Revenue included on Form 990, Part VIII, line 1 ► \$ _____

(ii) Assets included in Form 990, Part X ► \$ _____

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

a Revenue included on Form 990, Part VIII, line 1 ► \$ _____

b Assets included in Form 990, Part X ► \$ _____

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other CONSERVATION
- 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 Beginning balance | |
| 1d Additions during the year | |
| 1e Distributions during the year | |
| 1f Ending balance | |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . Yes No
- b** If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	54,490	54,490	54,490	54,490	54,490
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	54,490	54,490	54,490	54,490	54,490

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as
- a** Board designated or quasi-endowment ▶ 0 %
 - b** Permanent endowment ▶ 100 000 %
 - c** Temporarily restricted endowment ▶ 0 %
- The percentages on lines 2a, 2b, and 2c should equal 100%
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by
- | | Yes | No |
|--|-----|----|
| (i) unrelated organizations | No | No |
| (ii) related organizations | No | No |
| b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? | | |
- 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		2,281,143		2,281,143
b Buildings		70,511,301	24,087,671	46,423,630
c Leasehold improvements				
d Equipment		10,745,091	6,577,520	4,167,571
e Other		13,446,117	3,743,226	9,702,891
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				62,575,235

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. (Column (b) must equal Form 990, Part X, col (B) line 12)		

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

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

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

2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	19,516,377
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d	326,078	
e	Add lines 2a through 2d		2e	326,078
3	Subtract line 2e from line 1		3	19,190,299
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	0
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)		5	19,190,299

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	20,885,343
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d	326,078	
e	Add lines 2a through 2d		2e	326,078
3	Subtract line 2e from line 1		3	20,559,265
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	0
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)		5	20,559,265

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:

Software Version:

EIN: 25-1418766

Name: ZOOLOGICAL SOCIETY OF PITTSBURGH

Supplemental Information

Return Reference	Explanation
PART II, LINE 5	THE PITTSBURGH ZOO & PPG AQUARIUM CURRENTLY DOES NOT HAVE A WRITTEN POLICY REGARDING THE PERIODIC MONITORING, INSPECTION, VIOLATIONS, AND ENFORCEMENT OF THE CONSERVATION EASEMENTS IT HOLDS ON AN AS NEEDED BASIS, THE ORGANIZATION DOES REVIEW ANY PROGRAM CHANGE OR DEVELOPMENT ON THE PROPERTY DIRECTLY AND IMMEDIATELY WITH THE HOLDER OF THE CONSERVATION EASEMENT THE PROPERTY IS COMPLETELY ENCLOSED BY A PERIMETER FENCE AND IS USED EXCLUSIVELY BY THE ZOO TO CONDUCT CONSERVATION ORIENTED PROGRAMMING

Supplemental Information

Return Reference	Explanation
PART II, LINE 9	THE ZOOLOGICAL SOCIETY OF PITTSBURGH WITH AN ADDRESS AT ONE WILD PLACE, PITTSBURGH, PENNSYLVANIA 15206-1178 WAS GRANTED A RESTRICTIVE COVENANT AGAINST THE PROPERTY (PARCEL OF LAND IN SOMERSET COUNTY) IN THE FORM OF A PERPETUAL CONSERVATION EASEMENT THIS PROPERTY IS LOCATED IN SOMERSET COUNTY, COMMONWEALTH OF PENNSYLVANIA AND CONTAINS APPROXIMATELY 724 ACRES THERE IS ONLY ONE CONSERVATION EASEMENT WHICH WAS HELD AT THE BEGINNING OF THE YEAR AND THERE WERE NO ADDITIONS DURING THE COURSE OF 2018 THERE WERE MINIMAL STAFF HOURS AND NO LEGAL EXPENSES DEVOTED TO MONITORING AND ENFORCING THE EXISTING EASEMENT DURING THE TAX YEAR EXPENSES ARE CAPTURED UNDER ADMINISTRATIVE EXPENSES THE LAND THAT IS THE SUBJECT OF THE CONSERVATION EASEMENT IS RECORDED ON THE BALANCE SHEET OF THE ORGANIZATION'S FINANCIAL STATEMENTS

Supplemental Information

Return Reference	Explanation
PART III, LINE 1A	<p>ANIMAL AND HORTICULTURAL COLLECTION - COLLECTIONS ARE OWNED BY THE SOCIETY AND ARE NOT CAPITALIZED COSTS OF PURCHASING COLLECTION ITEMS AND PROCEEDS FROM SALES ARE RECOGNIZED IN THE YEAR OF ACQUISITION OR SALE PART III, LINE 4 EACH OF OUR EXCEPTIONAL RESIDENTS ACTS AS AN AMBASSADOR OF ITS SPECIES TO ALL WHO PASS THROUGH OUR GATES EVERY ANIMAL AMBASSADOR DOES A GREAT JOB OF WELCOMING, EDUCATING, AND CONNECTING WITH EVERY VISITOR, FOSTERING AN APPRECIATION FOR WILDLIFE WITH EACH VISITOR ZOOS ARE UNIQUE AS NO OTHER CULTURAL INSTITUTION TRANSCENDS BARRIERS BY ATTRACTING ALL AGES, FINANCIAL LEVELS, ETHNIC GROUPS, RACES, ACADEMIC BACKGROUNDS, AND SOCIAL STANDINGS THE ZOO BEGAN TAKING ITS CURRENT SHAPE IN THE 1980S EXHIBITS EVOLVED INTO NATURALISTIC HABITATS, ENABLING ANIMALS TO ROAM AS THEY WOULD IN THE WILD WHILE PROVIDING A MORE PLEASANT AND INFORMATIVE EXPERIENCE FOR ZOO VISITORS THE ASIAN FOREST, WHICH OPENED IN 1983 AND IS NOW KNOWN AS FOREST PASSAGE, WAS THE FIRST AREA OF THE ZOO TO UTILIZE THIS NEW PHILOSOPHY FOREST PASSAGE NOW EXHIBITS IMPRESSIVE SPECIES SUCH AS AMUR TIGERS, KOMODO DRAGONS, AND RED PANDAS IN IMMERSIVE HABITATS THE AFRICAN SAVANNA FOLLOWED, FEATURING SEVEN MAJOR EXHIBITS IN AN AFRICAN LANDSCAPE, OPENING IN 1987 IN 1991, THE ZOO OPENED THE TROPICAL FOREST, A FIVE-ACRE INDOOR RAINFOREST HOUSING 16 PRIMATE SPECIES AND MORE THAN 150 TYPES OF TROPICAL PLANTS IN JANUARY OF 1994, THE PITTSBURGH ZOO BECAME A PRIVATE NON-PROFIT ORGANIZATION, OWNED AND OPERATED BY THE ZOOLOGICAL SOCIETY OF PITTSBURGH LATER THAT YEAR, THE ZOO'S EDUCATION COMPLEX WAS BUILT, CREATING SPACE FOR FIVE CLASSROOMS, A LIBRARY, AND A 300-SEAT LECTURE HALL, FURTHERING THE ZOO'S MISSION OF CONSERVATION AND EDUCATION THE ZOO'S ADMINISTRATION OFFICES ALSO FOUND A HOME IN THIS BUILDING KIDS KINGDOM, THE COMPLETELY RENOVATED CHILDREN'S ZOO, OPENED IN 1995 AND WAS FURTHER ENHANCED BY THE ADDITION OF THE DISCOVERY PAVILION IN 1997 A \$17.4 MILLION STATE-OF-THE-ART AQUARIUM OPENED IN 2000 AND WAS LATER OFFICIALLY NAMED THE PPG AQUARIUM THIS NEW FACILITY DOUBLED THE NUMBER OF AQUATIC ANIMALS AT THE ZOO IN 2002, THE ZOO CELEBRATED THE EXPANSION OF THE EDUCATION COMPLEX THE ROOF WAS RAISED AND A SECOND STORY WAS BUILT, PROVIDING MORE CLASSROOMS, TEACHER RESOURCE AREAS, AND AN ANIMAL HOLDING AREA THE BUILDING WAS MODIFIED USING SEVERAL GREEN PRACTICES WATER'S EDGE, A THEMATIC NEIGHBORHOOD WITH THE AMBIANCE OF A SMALL COASTAL FISHING VILLAGE, OPENED IN 2007 THIS INTERACTIVE EXHIBIT GETS VISITORS UP CLOSE WITH POLAR BEARS, SEA OTTERS, NORTHERN ELEPHANT SEALS, AND SEA LIONS IT INVITES THEM TO LEARN MORE ABOUT ANIMAL HABITATS, AS WELL AS THEIR CONNECTIONS WITH THE ENVIRONMENT AND THE WAYS THEY CAN HELP TO PROTECT IT IN 2015, THE ZOO UNVEILED THE ISLANDS, A 22,000-SQUARE-FOOT EXHIBIT AREA THAT OFFERS AN IMMERSIVE ISLAND ATMOSPHERE WITH CASCADING WATERFALLS, PONDS, AND THE UNIQUE SOUNDS OF ENDANGERED ANIMALS FEATURING ANIMALS NATIVE TO ISLAND ATMOSPHERES AROUND</p>

Supplemental Information

Return Reference	Explanation
PART III, LINE 1A	<p>D THE WORLD, INCLUDING PHILIPPINE CROCODILES, ALDALORA TORTOISES, VISAYAN WARTY PIGS, SIAM ANGS, AND CLOUDED LEOPARDS, THE AREA ALSO OFFERS A BEACH WITH SAND, BEACH UMBRELLAS, AND A N OVERSIZED ADIRONDACK CHAIR IN 2017, THE ZOO OPENED JUNGLE ODYSSEY, FEATURING FIVE NEW ANIMAL EXHIBITS INCLUDING FOSSAS, CAPYBARAS, OCELOTS, GIANT ANTEATERS, AND A PYGMY HIPPO SE T AMONGST JUNGLE FOLIAGE ACCORDING TO PRESIDENT & CEO DR BARBARA BAKER, THE ZOO'S GROWTH CAN BE TRACED TO ONE THING COMMITMENT THE ZOO IS DEEPLY COMMITTED TO MAKING SURE OUR ZO O NOT ONLY MAINTAINS THE STANDARDS ALREADY SET, BUT STRIVES TO IMPROVE THE EXHIBITS AND TH E LIVES OF OUR RESIDENT ANIMALS EVERY DAY BY OPERATING ENTIRELY FREE FROM PRIVATE PROFIT MOTIVE AND GIVING BACK TO THE ENTIRE COMMUNITY THROUGH EDUCATION, OUTREACH PROGRAMS, CONSE RVATION, RESEARCH, AND RECREATION OPPORTUNITIES, THE ZOO SUPPORTS THE REGION, PROVIDES AN INVALUABLE SERVICE TO THE RESIDENCE, AND SERVES AS AN ICONIC ESTABLISHMENT THAT ENRICHES T HE PITTSBURGH AREA TODAY'S VALUE PROPOSITION OF ZOOS AND AQUARIUMS IS SUBSTANTIAL INVESTM ENT IN SPECIES CONSERVATION AND RESEARCH THE PITTSBURGH ZOO & PPG AQUARIUM IS A SAFE HAVE N FOR THE ANIMALS FOR WHOM IT IS HOME, AND PROVIDES VISITORS WITH A UNIQUE ZOO EXPERIENCE THE ZOO'S REMARKABLE GROWTH IN ATTENDANCE, EXHIBITS, RESEARCH, EDUCATION, AND CONSERVATIO N EFFORTS ARE SENDING IT ROARING INTO THE FUTURE</p>

Supplemental Information

Return Reference	Explanation
PART V, LINE 4	THE \$50,000 PERMANENTLY RESTRICTED GRANT CAME FROM A DONOR IN MARCH OF 2005 AS A START UP GRANT TO FUND AN ENDOWMENT TO SUPPORT GENERAL OPERATIONS SPENDING

Supplemental Information

Return Reference	Explanation
PART X, LINE 2	THE SOCIETY HAS RECEIVED A DETERMINATION FROM THE INTERNAL REVENUE SERVICE STATING THAT IT IS EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE ACCORDINGLY, NO PROVISION FOR INCOME TAXES IS RECORDED IN THESE FINANCIAL STATEMENTS THE SOCIETY HAS NOT IDENTIFIED ANY MATERIAL UNCERTAIN TAX POSITIONS REQUIRING AN ACCRUAL OR DISCLOSURE IN THE FINANCIAL STATEMENTS THE SOCIETY IS NO LONGER SUBJECT TO EXAMINATIONS BY TAXING AUTHORITIES IN ANY MAJOR TAX JURISDICTION FOR YEARS BEFORE DECEMBER 31, 2015

Supplemental Information

Return Reference	Explanation
PART XI, LINE 2D - OTHER ADJUSTMENTS	EXPENSES RELATED TO SPECIAL EVENTS 326,078

Supplemental Information

Return Reference	Explanation
PART XII, LINE 2D - OTHER ADJUSTMENTS	EXPENSES RELATED TO SPECIAL EVENTS 326,078

Supplemental Information

Return Reference	Explanation
PART VI, LINE 1E	OTHER PROPERTY EXHIBITS AND IMPROVEMENTS 12,561,116 CONSTRUCTION IN PROGRESS 885,001 TOTAL OTHER 13,446,117

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

OMB No 1545-0047

2018

**Open to Public
Inspection**

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

Department of the Treasury
Internal Revenue Service

Name of the organization
ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number
25-1418766

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e.g., fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
See Add'l Data					
3a Sub-total	0	0			26,988
b Total from continuation sheets to Part I					0
c Totals (add lines 3a and 3b)	0	0			26,988

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

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	2018 PPG CONSERVATION & SUSTAINABILITY GRANT	8,990	WIRE TRANSFER	0	N/A	N/A
		EUROPE (INCLUDING ICELAND & GREENLAND)	2018 PPG CONSERVATION & SUSTAINABILITY GRANT	5,848	WIRE TRANSFER	0	N/A	N/A

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ▶ 6

3 Enter total number of other organizations or entities ▶ 0

Part IV Foreign Forms

- 1 Was the organization a U S transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U S Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U S Owner (see Instructions for Forms 3520 and 3520-A, don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U S Persons with Respect to Certain Foreign Corporations (see Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U S Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713, don't file with Form 990)* Yes No

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

990 Schedule F, Supplemental Information

Return Reference	Explanation
PART I, LINE 2	THE ORGANIZATION'S CHIEF EXECUTIVE OFFICER AND RESEARCH DIRECTOR MONITOR AND OVERSEE THE USE OF SUPPORT PROVIDED VIA EMAIL AND OTHER CORRESPONDENCE WITH THE RECIPIENT ORGANIZATIONS AND INDIVIDUALS LOCATED OUTSIDE OF THE UNITED STATES THEY ALSO ADMINISTER THE BOARD APPROVED BUDGET ALLOCATION FOR CONSERVATION FUNDS IN ADDITION, A TEAM OF STAFF MEMBERS IS ASSIGNED TO REVIEW AND AWARD ANNUAL GRANTS AS PART OF THE ANNUAL PROCESS, THE TEAM AND DIRECTOR OF RESEARCH REQUESTS FOLLOW UP PROGRESS REPORTS ON THE PROJECTS THAT RECEIVED FUNDING

Additional Data

Software ID:

Software Version:

EIN: 25-1418766

Name: ZOOLOGICAL SOCIETY OF PITTSBURGH

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	0	0	PROGRAM SERVICES	GRANTS TO RECIPIENTS LOCATED IN REGION	11,990
SOUTH ASIA - AFGHANISTAN, BANGLADESH, BHUTAN, INDIA, MALDIVES, NEPAL,	0	0	PROGRAM SERVICES	GRANTS TO RECIPIENTS LOCATED IN REGION	1,500

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
EUROPE (INCLUDING ICELAND & GREENLAND)	0	0	PROGRAM SERVICES	GRANTS TO RECIPIENTS LOCATED IN REGION	10,148
SOUTH AMERICA	0	0	PROGRAM SERVICES	GRANTS TO RECIPIENTS LOCATED IN REGION	3,000

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
EAST ASIA AND THE PACIFIC	0	0	PROGRAM SERVICES	GRANTS TO RECIPIENTS LOCATED IN REGION	350

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) Event #2	(c)Other events	(d)
		GALA (event type)	SUMMER SAFARI (event type)	2 (total number)	Total events (add col (a) through col (c))
Revenue	1 Gross receipts	308,375	109,510	200,001	617,886
	2 Less Contributions	52,975	16,344	94,370	163,689
	3 Gross income (line 1 minus line 2)	255,400	93,166	105,631	454,197
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs	3,091	18,048	359	21,498
	7 Food and beverages	47,008	30,642	100,976	178,626
	8 Entertainment		5,150	2,199	7,349
	9 Other direct expenses	99,503	8,621	10,481	118,605
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				326,078
	11 Net income summary Subtract line 10 from line 3, column (d) ▶				128,119

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))
		1 Gross revenue			
Direct Expenses	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 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.

Return Reference	Explanation
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Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

**Schedule I
(Form 990)**

**Grants and Other Assistance to Organizations,
Governments and Individuals in the United States**

OMB No 1545-0047

2018

**Open to Public
Inspection**

Department of the
Treasury
Internal Revenue Service

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for the latest information.

Name of the organization
ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number
25-1418766

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) See Additional Data							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ 4

3 Enter total number of other organizations listed in the line 1 table ▶ 0

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22

Part III can be duplicated if additional space is needed

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
PART I, LINE 2	THE ORGANIZATION'S CHIEF EXECUTIVE OFFICER AND RESEARCH DIRECTOR MONITOR AND OVERSEE THE USE OF SUPPORT PROVIDED VIA EMAIL AND OTHER CORRESPONDENCE WITH THE RECIPIENT ORGANIZATIONS AND INDIVIDUALS LOCATED INSIDE THE UNITED STATES IN ADDITION, A TEAM OF STAFF MEMBERS ARE ASSIGNED TO REVIEW AND AWARD ANNUAL GRANTS AS PART OF THE ANNUAL PROCESS, THE TEAM AND DIRECTOR OF RESEARCH REQUESTS FOLLOW UP PROGRESS REPORTS ON THE PROJECTS THAT RECEIVED FUNDING

Additional Data

Software ID:
Software Version:
EIN: 25-1418766
Name: ZOOLOGICAL SOCIETY OF PITTSBURGH

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
INTERNATIONAL ELEPHANT FOUNDATION PO BOX 366 AZLE, TX 76098	75-2815706	501(C)(3)	30,000	0	N/A	N/A	GENERAL SUPPORT
DUQUESNE UNIVERSITY PO BOX 23183 SAN DIEGO, CA 92193	98-6061293	501(C)(3)	5,500	0	N/A	N/A	SUPPORT FOR PANGOLIN GENETICS INITIATIVE

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SEA TO SHORE ALLIANCE 4411 BEE RIDGE RD 490 SARASOTA, FL 34233	26-2568737	501(C)(3)	7,500	0	N/A	N/A	GENERAL SUPPORT
AFRICAN AQUATIC CONSERVATION FUND PO BOX 366 CHILMARK, MA 02535	47-2592641	501(C)(3)	6,000	0	N/A	N/A	GENERAL SUPPORT

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 for instructions and the latest information.**

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number
25-1418766

Part I Questions Regarding Compensation

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

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 BARBARA BAKER PRESIDENT/CEO	(i)	298,283	7,500	10,395	11,000	29,383	356,561	0
	(ii)	0	0	0	0	0	0	0
2 BRADLEY SMITH DIRECTOR OF CONSTRUCTION MGMT	(i)	155,794	0	871	6,568	12,935	176,168	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

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

Return Reference	Explanation
PART I, LINE 7	A SPECIAL AD HOC EXECUTIVE COMPENSATION REVIEW COMMITTEE REVIEWED THE CHIEF EXECUTIVE OFFICER'S PERFORMANCE AND RECOMMENDED TO THE EXECUTIVE COMMITTEE THAT INCENTIVE COMPENSATION BE AWARDED IN THE AMOUNT OF \$7,500



**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No 1545-0047

2018

▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
 ▶ **Attach to Form 990.**
 ▶ **Go to www.irs.gov/Form990 for the latest information.**

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number
25-1418766

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	5	1,048,971	FMV
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (_____)				
26 Other ▶ (_____)				
27 Other ▶ (_____)				
28 Other ▶ (_____)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement **29** 0

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?		No
b If "Yes," describe the arrangement in Part II		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	Yes	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		No
b If "Yes," describe in Part II		
33 If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II		

Part II Supplemental Information.

Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Return Reference	Explanation
PART I, COLUMN (B)	THE NUMBER SHOWN IN COLUMN (B) REPRESENTS THE NUMBER OF DONORS WHO MADE CONTRIBUTIONS IN CALENDAR YEAR 2018

SCHEDULE O
(Form 990 or 990-EZ)**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 for the latest information.

OMB No 1545-0047

2018**Open to Public Inspection**

Department of the Treasury

Name of the organization

ZOOLOGICAL SOCIETY OF PITTSBURGH

Employer identification number

25-1418766

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 1	THE EXECUTIVE COMMITTEE SHALL HAVE AND MAY EXERCISE ALL THE POWERS AND AUTHORITY OF THE BOARD OF DIRECTORS, EXCEPT THOSE POWERS SPECIFICALLY PROHIBITED BY STATUTE, THOSE RESERVED EXCLUSIVELY TO THE FULL BOARD AND/OR THOSE EXCLUSIVELY GRANTED TO ANOTHER COMMITTEE OF THE BOARD FIVE MEMBERS OF THE FULL EXECUTIVE COMMITTEE SHALL CONSTITUTE A QUORUM

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE SOCIETY WILL SUBMIT A DRAFT TO SELECT MEMBERS OF THE FINANCE COMMITTEE FOR THEIR REVIEW AND APPROVAL. THE CFO PARTICIPATES IN THIS REVIEW. THE BOARD PASSED A RESOLUTION TO APPROVE THE FORM 990 BASED ON THE FINANCE COMMITTEE'S REVIEW AND APPROVAL. COPIES ARE MADE AVAILABLE TO ALL MEMBERS OF THE BOARD OF DIRECTORS BEFORE THE RETURN IS FILED WITH THE INTERNAL REVENUE SERVICE.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	THE BOARD OF DIRECTORS REVIEWS THE CONFLICT OF INTEREST POLICY AT THE FIRST MEETING OF EACH YEAR. BOARD MEMBERS ARE TO DISCLOSE TO THE BOARD CHAIR POTENTIAL OR ACTUAL CONFLICTS. THE FINANCE DEPARTMENT IDENTIFIES POTENTIAL CONFLICTS BY REVIEWING VENDOR LISTS AND SUBMITS THE RESULTS OF THEIR REVIEW TO THE CHAIR OF THE FINANCE COMMITTEE FOR FURTHER REVIEW. UPON REVIEW BY THE FINANCE CHAIR, POTENTIAL CONFLICTS ARE DISCLOSED TO THE BOARD CHAIR. THE CHAIR WILL DETERMINE WHETHER TO (A) TAKE NO ACTION, (B) ASSURE FULL DISCLOSURE, (C) ASK THE PERSON TO RECUSE HIMSELF OR HERSELF FROM PARTICIPATION IN RELATED DISCUSSIONS OR DECISIONS, OR (D) ASK THE PERSON TO RESIGN FROM HIS OR HER POSITION.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15A	A SPECIAL INDEPENDENT AD HOC EXECUTIVE COMPENSATION REVIEW COMMITTEE MEETS TO REVIEW THE PERFORMANCE AND APPROVE COMPENSATION FOR THE ZOO'S CEO. THE COMMITTEE UTILIZES COMPARABLE COMPENSATION DATA FOR SIMILARLY QUALIFIED PERSONS IN FUNCTIONALLY COMPARABLE POSITIONS AT SIMILARLY SITUATED ORGANIZATIONS. THE COMMITTEE DOCUMENTS DECISIONS REGARDING THE COMPENSATION AND REPORTS THEIR RESULTS TO THE EXECUTIVE COMMITTEE, HUMAN RESOURCES AND THE CFO. THE EXECUTIVE COMMITTEE AND THE BOARD CHAIR APPROVE THE CEO'S COMPENSATION AFTER REVIEW AND RECOMMENDATION FROM THE AD HOC EXECUTIVE COMPENSATION REVIEW COMMITTEE. THE PRESIDENT & CEO MEETS WITH HUMAN RESOURCES AND THE CFO TO REVIEW PERFORMANCE AND APPROVE COMPENSATION FOR THE ZOO'S OFFICERS AND KEY EMPLOYEES. THEY REVIEW COMPARABLE COMPENSATION DATA FOR SIMILARLY QUALIFIED PERSONS IN FUNCTIONALLY COMPARABLE POSITIONS AT SIMILARLY SITUATED ORGANIZATIONS. THEY ALSO USE COMPENSATION SURVEY DATA.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE SOCIETY MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC THROUGH SUBMISSIONS TO THE ALLEGHENY REGIONAL ASSET DISTRICT IN ANNUAL REPORTS AND OTHERWISE UPON REQUEST

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XII, LINE 2C, FINANCIAL STATEMENTS AND REPORTING	THE FINANCE COMMITTEE IS APPOINTED BY THE BOARD OF DIRECTORS AND REVIEWS THE FINANCIAL STATEMENTS REGULARLY THROUGHOUT THE YEAR, AT BOARD MEETINGS AND AT EACH OF 5 COMMITTEE MEETINGS PER YEAR. ONE OF THESE MEETINGS IS DEDICATED TO AUDIT REVIEW WHERE THE COMMITTEE MEETS WITH THE AUDITORS WITHOUT MANAGEMENT PRESENT. THE SELECTION OF THE INDEPENDENT AUDITORS IS REVIEWED BY THE FINANCE/AUDIT COMMITTEE AS NEEDED. THIS PROCESS DID NOT CHANGE FROM THE PRIOR YEAR.