

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
2020
Open to Public Inspection

A For the 2020 calendar year, or tax year beginning 01-01-2020, and ending 12-31-2020

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

C Name of organization
DISABLED AMERICAN VETERANS

% BARRY A JESINOSKI
Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
860 DOLWICK DRIVE

City or town, state or province, country, and ZIP or foreign postal code
ERLANGER, KY 41018

D Employer identification number
31-0263158

E Telephone number
(859) 441-7300

G Gross receipts \$ 335,662,952

F Name and address of principal officer:
BARRY A JESINOSKI
860 DOLWICK DRIVE
ERLANGER, KY 41018

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 ▶ 0557

I Tax-exempt status: 501(c)(3) 501(c)(4) ◀ (insert no.) 4947(a)(1) or 527

J Website: ▶ WWW.DAV.ORG

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: 1932

M State of legal domicile:

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
SINCE 1920, EMPOWERING VETERANS TO LEAD HIGH-QUALITY LIVES WITH RESPECT AND DIGNITY.

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)	3	7
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	6
5 Total number of individuals employed in calendar year 2020 (Part V, line 2a)	5	654
6 Total number of volunteers (estimate if necessary)	6	26,627
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, line 39	7b	0

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	129,395,105	130,179,655
9 Program service revenue (Part VIII, line 2g)	30,525	40,259
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	14,582,182	23,049,740
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,380,346	662,302
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	145,388,158	153,931,956
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	6,140,464	7,559,901
14 Benefits paid to or for members (Part IX, column (A), line 4)	0	126,297
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	54,575,471	53,964,616
16a Professional fundraising fees (Part IX, column (A), line 11e)	1,379,043	1,378,245
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 33,185,776		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	81,913,484	69,549,517
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	144,008,462	132,578,576
19 Revenue less expenses. Subtract line 18 from line 12	1,379,696	21,353,380
	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	501,912,492	549,946,548
21 Total liabilities (Part X, line 26)	137,037,288	134,696,001
22 Net assets or fund balances. Subtract line 21 from line 20	364,875,204	415,250,547

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 2020-06-15

BARRY A JESINOSKI EXECUTIVE DIRECTOR
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN P00961884
Firm's name ▶ BKD LLP			Firm's EIN ▶	
Firm's address ▶ 312 WALNUT STREET SUITE 3000 CINCINNATI, OH 45202			Phone no. (513) 621-8300	

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:

WE ARE DEDICATED TO ONE SINGLE PURPOSE: EMPOWERING VETERANS TO LEAD HIGH-QUALITY LIVES WITH RESPECT AND DIGNITY. SEE SCHEDULE O FOR FURTHER DETAILS.

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 \$ 37,976,172 including grants of \$ 75,123) (Revenue \$)
See Additional Data









4b (Code:) (Expenses \$ 2,140,402 including grants of \$ 402,949) (Revenue \$)
See Additional Data

4c (Code:) (Expenses \$ 1,121,220 including grants of \$) (Revenue \$)
See Additional Data

4d Other program services (Describe in Schedule O.)
(Expenses \$ 48,520,922 including grants of \$ 7,081,829) (Revenue \$ 40,259)

4e Total program service expenses ▶ 89,758,716

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding organizational reporting, compensation, and tax-exempt status.

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 []

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096 and backup withholding rules.

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

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	<table border="1"> <tr> <td style="text-align: center;">2a</td> <td style="text-align: right;">654</td> </tr> </table>	2a	654			
2a	654					
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)			2b	Yes		
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?			3a	Yes		
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>			3b	Yes		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		No	
b If "Yes," enter the name of the foreign country: <input type="text"/> See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).						
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		No	
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No	
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			5c			
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			6a		No	
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b			
7 Organizations that may receive deductible contributions under section 170(c).						
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?			7a	Yes		
b If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b	Yes		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No	
d If "Yes," indicate the number of Forms 8282 filed during the year	<table border="1"> <tr> <td style="text-align: center;">7d</td> <td></td> </tr> </table>	7d				
7d						
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		No	
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		No	
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			7g			
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			7h			
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			8		No	
9 Sponsoring organizations maintaining donor advised funds.						
a Did the sponsoring organization make any taxable distributions under section 4966?			9a			
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			9b			
10 Section 501(c)(7) organizations. Enter:						
a Initiation fees and capital contributions included on Part VIII, line 12	<table border="1"> <tr> <td style="text-align: center;">10a</td> <td></td> </tr> </table>	10a				
10a						
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	<table border="1"> <tr> <td style="text-align: center;">10b</td> <td></td> </tr> </table>	10b				
10b						
11 Section 501(c)(12) organizations. Enter:						
a Gross income from members or shareholders	<table border="1"> <tr> <td style="text-align: center;">11a</td> <td></td> </tr> </table>	11a				
11a						
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	<table border="1"> <tr> <td style="text-align: center;">11b</td> <td></td> </tr> </table>	11b				
11b						
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?						
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	<table border="1"> <tr> <td style="text-align: center;">12b</td> <td></td> </tr> </table>	12b				
12b						
13 Section 501(c)(29) qualified nonprofit health insurance issuers.						
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.			13a			
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	<table border="1"> <tr> <td style="text-align: center;">13b</td> <td></td> </tr> </table>	13b				
13b						
c Enter the amount of reserves on hand	<table border="1"> <tr> <td style="text-align: center;">13c</td> <td></td> </tr> </table>	13c				
13c						
14a Did the organization receive any payments for indoor tanning services during the tax year?			14a		No	
b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation in Schedule O</i>			14b			
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.			15		No	
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.			16		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; 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?; 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?; 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?; 5 Did the organization become aware during the year of a significant diversion of the organization's assets?; 6 Did the organization have members or stockholders?; 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?; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? 8b Each committee with authority to act on behalf of the governing body?; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates?; 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?; 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; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done; 13 Did the organization have a written whistleblower policy?; 14 Did the organization have a written document retention and destruction policy?; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? 15a The organization's CEO, Executive Director, or top management official; 15b Other officers or key employees of the organization; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?; 16b If "Yes," 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 3 columns: Question, Yes, No. Rows include: 17 List the states with which a copy of this Form 990 is required to be filed; 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: BARRY A JESINOSKI 860 DOLWICK DRIVE ERLANGER, KY 41018 (859) 441-7300

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

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below 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			
(1) J MARC BURGESS NATL ADJUTANT/CEO/SEC.	60.0 0.0	X		X				321,307	0	282,089
(2) EDWARD R REESE EXEC. DIR. NATL LHQ	55.0 0.0				X			239,472	0	307,217
(3) BARRY A JESINOSKI EXEC. DIR. NATL HQ	55.0 0.0			X				254,343	0	252,202
(4) SUSAN LOTH SR. CHIEF DEV. OFFICER	40.0 0.0					X		195,174	0	235,398
(5) ANITA BLUM COMPTROLLER	50.0 0.0					X		196,783	0	216,755
(6) BRIAN COWART CHIEF DEV. OFFICER	50.0 0.0					X		236,526	0	122,354
(7) JAMES MARSZALEK NATIONAL SERVICE DIRECTOR	50.0 0.0					X		190,127	0	116,636
(8) CHRISTOPHER CLAY GENERAL COUNSEL	40.0 0.0					X		233,376	0	61,661
(9) ROBERT D COX TREASURER	5.0 0.0	X		X				0	0	0
(10) ANDREW MARSHALL VICE CHAIRMAN OF THE BOARD	5.0 0.0	X		X				0	0	0
(11) JOHN F DONOVAN DIRECTOR	5.0 0.0	X						0	0	0
(12) DENNIS R NIXON CHAIRMAN OF THE BOARD	5.0 0.0	X		X				0	0	0
(13) TERRY W SANDERS DIRECTOR	5.0 0.0	X						0	0	0
(14) KEVIN J WALKOWSKI DIRECTOR	5.0 0.0	X						0	0	0

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

Table with 6 main columns: (A) Name and title, (B) Average hours per week, (C) Position, (D) Reportable compensation from the organization, (E) Reportable compensation from related organizations, (F) Estimated amount of other compensation.

Summary rows: 1b Sub-Total, 1c Total from continuation sheets to Part VII, Section A, 1d Total (add lines 1b and 1c).

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 ▶ 56

Table with 3 columns: Question number, Question text, Yes, No. Contains questions 3, 4, and 5 regarding compensation reporting.

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.

Table with 3 columns: (A) Name and business address, (B) Description of services, (C) Compensation. Lists contractors like Crosby Marketing Communications, Mindset Direct LLC, etc.

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 ▶ 39

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					
	b Membership dues	1b	8,989,607				
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, and similar amounts not included above	1f	121,190,048				
	g Noncash contributions included in lines 1a - 1f:\$	1g	528,522				
	h Total. Add lines 1a-1f			130,179,655			
Program Service Revenue	2a Registration Income	Business Code					
		900099	40,259	40,259			
	b						
	c						
	d						
	e						
	f All other program service revenue						
g Total. Add lines 2a-2f.			40,259				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		9,331,722			9,331,722	
	4 Income from investment of tax-exempt bond proceeds		0				
	5 Royalties		368,682			368,682	
	6a Gross rents	(i) Real	(ii) Personal				
		6b Less: rental expenses					
		6c Rental income or (loss)	0	0			
		d Net rental income or (loss)			0		
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		7b Less: cost or other basis and sales expenses					
		7c Gain or (loss)	13,652,592	65,426			
		d Net gain or (loss)			13,718,018		13,718,018
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18						
		8b Less: direct expenses		0			
		c Net income or (loss) from fundraising events			0		
	9a Gross income from gaming activities. See Part IV, line 19						
9b Less: direct expenses			0				
c Net income or (loss) from gaming activities				0			
10a Gross sales of inventory, less returns and allowances							
	10b Less: cost of goods sold		0				
	c Net income or (loss) from sales of inventory			0			
11a OTHER INCOME		Business Code					
		900099	293,620			293,620	
b							
c							
d All other revenue							
e Total. Add lines 11a-11d				293,620			
12 Total revenue. See instructions			153,931,956	40,259		23,712,042	

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	4,644,470	4,644,470		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	2,915,431	2,915,431		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	0			
4 Benefits paid to or for members	126,297	126,297		
5 Compensation of current officers, directors, trustees, and key employees	1,722,290	1,266,878	455,412	
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7 Other salaries and wages	38,581,772	32,880,435	3,697,880	2,003,457
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	3,797,004	2,807,921	460,887	528,196
9 Other employee benefits	7,056,293	6,048,775	592,065	415,453
10 Payroll taxes	2,807,257	2,421,726	254,068	131,463
11 Fees for services (non-employees):				
a Management	0			
b Legal	322,425	50,413	252,978	19,034
c Accounting	228,404		228,404	
d Lobbying	0			
e Professional fundraising services. See Part IV, line 17	1,378,245			1,378,245
f Investment management fees	296,530		296,530	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	4,709,456	2,975,656	923,754	810,046
12 Advertising and promotion	8,609,299	5,764,482	70,128	2,774,689
13 Office expenses	47,627,332	22,614,929	1,079,656	23,932,747
14 Information technology	523,109	347,355	156,121	19,633
15 Royalties	1,389,596	621,362		768,234
16 Occupancy	388,196	257,150	131,046	
17 Travel	40,089	9,896	9,978	20,215
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19 Conferences, conventions, and meetings	469,000	469,000		
20 Interest	0			
21 Payments to affiliates	0			
22 Depreciation, depletion, and amortization	1,796,541	1,526,173	235,789	34,579
23 Insurance	355,946	201,962	151,825	2,159
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 Training	40,643	21,608	13,868	5,167
b Relocation	639,134	621,662	7,084	10,388
c Project Costs	365,000	365,000		
d Other Expenses	1,748,817	800,135	616,611	332,071
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	132,578,576	89,758,716	9,634,084	33,185,776
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 checked="" type="checkbox"/> if following SOP 98-2 (ASC 958-720).	47,383,333	23,689,186	0	23,694,147

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	0	1	0
	2 Savings and temporary cash investments	21,328,810	2	15,802,402
	3 Pledges and grants receivable, net	0	3	0
	4 Accounts receivable, net	6,348,036	4	6,893,777
	5 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	5	0
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)	0	6	0
	7 Notes and loans receivable, net	0	7	0
	8 Inventories for sale or use	103,112	8	33,251
	9 Prepaid expenses and deferred charges	7,708,082	9	9,521,286
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 51,175,618		
	b Less: accumulated depreciation	10b 36,962,922	9,560,712	10c 14,212,696
	11 Investments—publicly traded securities	456,494,990	11	502,312,991
	12 Investments—other securities. See Part IV, line 11	0	12	0
	13 Investments—program-related. See Part IV, line 11	0	13	0
	14 Intangible assets	0	14	1,170,145
	15 Other assets. See Part IV, line 11	368,750	15	0
16 Total assets. Add lines 1 through 15 (must equal line 33)	501,912,492	16	549,946,548	
Liabilities	17 Accounts payable and accrued expenses	31,886,361	17	34,683,711
	18 Grants payable	0	18	0
	19 Deferred revenue	3,803,428	19	319,214
	20 Tax-exempt bond liabilities	0	20	0
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	0	21	0
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	22	0
	23 Secured mortgages and notes payable to unrelated third parties	0	23	0
	24 Unsecured notes and loans payable to unrelated third parties	0	24	0
	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	101,347,499	25	99,693,076
	26 Total liabilities. Add lines 17 through 25	137,037,288	26	134,696,001
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	351,869,166	27	399,236,337
	28 Net assets with donor restrictions	13,006,038	28	16,014,210
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
32 Total net assets or fund balances	364,875,204	32	415,250,547	
33 Total liabilities and net assets/fund balances	501,912,492	33	549,946,548	

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	153,931,956
2	Total expenses (must equal Part IX, column (A), line 25)	2	132,578,576
3	Revenue less expenses. Subtract line 2 from line 1	3	21,353,380
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	364,875,204
5	Net unrealized gains (losses) on investments	5	31,274,156
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	-2,252,193
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	415,250,547

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: 31-0263158

Name: DISABLED AMERICAN VETERANS

Form 990 (2020)

Form 990, Part III, Line 4a:

SERVICE PROGRAM: DAV'S PROFESSIONAL BENEFITS ADVOCATES OFFER SERVICES AT NO COST OBLIGATION TO VETERANS, THEIR FAMILIES AND SURVIVORS. VETERANS DO NOT HAVE TO BE DAV MEMBER TO TAKE ADVANTAGE OF THE FREE ASSISTANCE. -NSOS FILED NEARLY 140,000 NEW CLAIMS AND OBTAINED MORE THAN \$23 BILLION IN NEW AND RETROACTIVE BENEFITS FOR VETERANS AND THEIR FAMILIES BEFORE THE VA. -TSOS CONDUCTED OVER 300 PRESENTATIONS TO 10,000 SEPARATING SERVICE MEMBERS. THEY COUNSELED OVER 21,000 SERVICE MEMBERS AND PRESENTED ALMOST 17,000 APPLICATIONS FOR EARNED VA BENEFITS. (SEE SCHEDULE O)

Form 990, Part III, Line 4b:

VOLUNTARY SERVICES PROGRAM: BY PROVIDING VETERANS WITH TRANSPORTATION TO MEDICAL APPOINTMENTS, COORDINATING IN-HOSPITAL VOLUNTEERING OPPORTUNITIES AND ENCOURAGING AND SUPPORTING EFFORTS AND EVENTS TO PROVIDE THE BEST POSSIBLE CARE, MORALE AND ASSISTANCE TO OUR NATION'S HEROES, DAV ENHANCES THE QUALITY OF LIFE OF VETERANS, THEIR FAMILIES AND SURVIVORS. -IN 2020, TRANSPORTATION VOLUNTEERS TRAVELED 9.6 MILLION MILES, PROVIDING MORE THAN 243,000 RIDES TO VETERANS AND DONATING OVER 677,000 HOURS OF THEIR TIME. (SEE SCHEDULE O)

Form 990, Part III, Line 4c:

EMPLOYMENT PROGRAM : DAV IS COMMITTED TO ENSURING TRANSITIONING MILITARY MEMBERS AND THEIR FAMILIES SECURE THE TOOLS, RESOURCES AND OPPORTUNITIES THEY NEED TO ADVANCE THEIR EMPLOYMENT GOALS. SINCE THE PROGRAM'S INCEPTION IN 2014 THROUGH DECEMBER 2020, DAV SPONSORED 699 IN-PERSON AND VIRTUAL CAREER FAIRS THAT NEARLY 240,000 ACTIVE-DUTY, GUARD AND RESERVE PERSONNEL, VETERANS AND THEIR SPOUSES ATTENDED, RESULTING IN MORE THAN 151,000 JOB OFFERS. -DAV CONNECTS VETERANS WITH EMPLOYMENT RESOURCES AND OPPORTUNITIES THROUGH ITS WEBSITE WWW.JOBS.DAV.ORG (SEE SCHEDULE O).

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2020

Open to Public Inspection

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 instructions and the latest information.

Department of the Treasury Internal Revenue Service

Name of the organization: DISABLED AMERICAN VETERANS

Employer identification number: 31-0263158

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4 for total number, aggregate value of contributions, grants, and 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... 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes...

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). 2a Preservation of land for public use... 2b Protection of natural habitat... 2c Preservation of open space... 2d Preservation of an historically important land area... 2e Preservation of a certified historic structure

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.

Table with 2 columns: Held at the End of the Year. Rows 2a Total number of conservation easements, 2b Total acreage restricted by conservation easements, 2c Number of conservation easements on a certified historic structure included in (a), 2d Number of conservation easements included in (c) acquired after 7/25/06...

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

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

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

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

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

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

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

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

a Revenue included on Form 990, Part VIII, line 1 b Assets included in Form 990, Part X

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part 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	9,392,382	3,172,223	0	0	0
b Contributions	254,912	5,178,716	3,386,166		
c Net investment earnings, gains, and losses	1,411,173	1,041,443	-213,943		
d Grants or scholarships					
e Other expenditures for facilities and programs	158,647				
f Administrative expenses					
g End of year balance	10,899,820	9,392,382	3,172,223	0	0

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment ▶
 - b** Permanent endowment ▶ 100.000 %
 - c** Term endowment ▶
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|---------------|----|
| (i) Unrelated organizations | 3a(i) | No |
| (ii) Related organizations | 3a(ii) | No |
| b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		2,689,553		2,689,553
b Buildings		7,005,995	6,221,042	784,953
c Leasehold improvements		5,390,518	4,386,348	1,004,170
d Equipment		28,779,288	26,355,532	2,423,756
e Other		7,310,264		7,310,264
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				14,212,696

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 _____		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
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)		
(10)		
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)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	0
(2) Postretirement Benefit Oblig	53,980,066
(3) Other Liabilities	204,755
(4) Reserve for Life Memb Dues	45,508,255
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	99,693,076

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	280,472,603
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	31,274,156
b	Donated services and use of facilities	2b	24,747,973
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	70,815,048
e	Add lines 2a through 2d	2e	126,837,177
3	Subtract line 2e from line 1	3	153,635,426
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	296,530
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	296,530
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	153,931,956

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	227,845,067
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	24,747,973
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	70,815,048
e	Add lines 2a through 2d	2e	95,563,021
3	Subtract line 2e from line 1	3	132,282,046
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	296,530
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	296,530
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	132,578,576

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: 31-0263158

Name: DISABLED AMERICAN VETERANS

Supplemental Information

Return Reference	Explanation
SCHEDULE D, PART V, LINE 4	INTENDED USE OF ENDOWMENT FUNDS DAV'S ENDOWMENT CONSISTS OF APPROXIMATELY 25 INDIVIDUAL FU NDS ESTABLISHED BY DONORS TO PROVIDE PERPETUAL SOURCE OF SUPPORT FOR DAV'S ACTIVITIES.

Supplemental Information

Return Reference	Explanation
PART XI, LINE 2D	Other Adjustments: Contributed Media and Materials \$70,815,048.

Supplemental Information

Return Reference	Explanation
PART XII, LINE 2D	Other Adjustments: Contributed Media and Materials \$70,815,048.

SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

**Supplemental Information Regarding
Fundraising or Gaming Activities**

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
DISABLED AMERICAN VETERANS

Employer identification number
31-0263158

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

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- | | |
|---|--|
| a <input checked="" type="checkbox"/> Mail solicitations | e <input checked="" type="checkbox"/> Solicitation of non-government grants |
| b <input checked="" type="checkbox"/> Internet and email solicitations | f <input type="checkbox"/> Solicitation of government grants |
| c <input checked="" type="checkbox"/> Phone solicitations | g <input type="checkbox"/> Special fundraising events |
| d <input checked="" type="checkbox"/> In-person solicitations | |
- 2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? **Yes** **No**
- b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
PUBLIC INT COMMUNICATIONS	SEE PART IV		No	70,902	54,336	16,566
CREATIVE DIRECT RESPONSE	SEE PART IV		No	5,971,269	816,485	5,154,784
MINDSET	SEE PART IV		No	68,083,358	893,446	67,189,912
GRANTS PLUS	SEE PART IV		No	40,000	40,600	-600
SOCIAL CAPITAL	SEE PART IV		No		60,000	-60,000
HARNESS CHANGE	SEE PART IV		No	914	60,500	-59,586
Total				74,166,443	1,925,367	72,241,076

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

AL, AK, AR, CA, CO, CT, DC, FL, GA, HI, IL, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, NH, NJ, NM, NY, NC, OH, OK, OR, PA, RI, SC, TN, TX, UT, VA, WA, WV, WI

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.

Revenue		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))
Revenue	1 Gross receipts				
	2 Less: Contributions				
	3 Gross income (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses				
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				
11 Net income summary. Subtract line 10 from line 3, column (d) ▶					

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.

Revenue		(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
PART I, LINE 2B	(i) Name of Fundraiser: Public Interest Communication (i) Address: 7700 Leesburg Pike Ste 301, North Falls Church, VA 22043 (ii) Activity: Telemarketing - Recurring Gifts (i) Name of Fundraiser: Creative Direct Response (i) Address: 16900 Science Drive, Bowie, MD 20715 (ii) Activity: Consults Direct Mail and Organizes Electronic Fundraising (i) Name of Fundraiser: Mindset (i) Address: 170 N. Jefferson St. Ste 200, Arlington, VA 22205 (ii) Activity: Direct Mail and Telemarketing (i) Name of Fundraiser: Grants Plus (i) Address: 1422 Euclid Ave. #650, Cleveland, OH 44115 (ii) Activity: Strategic Grant Program Advisor (i) Name of Fundraiser: Social Capital (i) Address: 980 N. Michigan Ave. Ste 1610, Chicago, IL 60611 (ii) Activity: Strategic Advisor on Corp Partner Planning (i) Name of Fundraiser: Harness Change (i) Address: 100 N. Tampa St., Tampa, FL 33602 (ii) Activity: Recurring Giving Advisor
PART I, LINE 2B	Activity: DAV has identified gross receipts and expenses for organizations providing professional fundraising services in executing a campaign.

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

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.

OMB No. 1545-0047

2020

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Name of the organization DISABLED AMERICAN VETERANS

Employer identification number

31-0263158

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance...
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.

Table with 8 columns: (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. Rows 1-12.

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 56

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) DISASTER & COVID-19 UNEMPLOYMENT RELIEF	9190	2,862,303			
(2) SCHOLARSHIPS	26	53,125			
(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	GRANTS AND OTHER ASSISTANCE THE PROCEDURE FOR MONITORING THE USE OF GRANTS VARIES DEPENDING ON THE TYPE OF GRANT. FOR GRANTS TO DAV DEPARTMENTS, EVERY DEPARTMENT IS REQUIRED TO SUBMIT AN ANNUAL FINANCIAL REPORT TO DAV FOR APPROVAL. REVIEW OF ANNUAL FINANCIAL REPORTS ALLOWS DAV TO MONITOR THE PROPER USE OF FUNDS GRANTED BY DAV AND TO ENSURE GOOD STANDING FOR CONTINUED ELIGIBILITY. EXPENSES FOR THE NATIONAL VETERANS WINTER SPORTS CLINIC AND VAN PROGRAM ARE SENT DIRECTLY TO AND ARE PAID BY DAV (DIRECTLY TO THE BILLING PARTY) WHEN DETERMINED THAT THE EXPENSE IS AN ACCEPTABLE AND QUALIFYING COST OF THE DESIGNATED PROGRAM. SCHOLARSHIP PAYMENTS TOWARDS TUITION ON BEHALF OF AN ELIGIBLE AWARD RECIPIENT ARE PAID DIRECTLY TO THE ACADEMIC INSTITUTION. THE REMAINDER OF THE GRANTS ARE MADE ON A GOOD FAITH BASIS TO REPUTABLE ORGANIZATIONS WITH A HISTORY OF SERVICE TO DISABLED VETERANS.

Additional Data

Software ID:
Software Version:
EIN: 31-0263158
Name: DISABLED AMERICAN VETERANS

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
Dept of Alabama 634 Halliana Rd Alexander City, AL 35010	63-0421186	501(c)(4)	72,975				Veterans Services
Dept of Alaska 3413 Conifer Dr North Pole, AK 99705	52-1648345	501(c)(4)	10,268				Veterans Services

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
Dept of Arizona 38 W Dunlap Ave Phoenix, AZ 85021	86-0191627	501(c)(4)	98,776				Veterans Services
Dept of Arkansas PO Box 1620 N Little Rock, AR 72115	38-6143144	501(c)(4)	40,672				Veterans Services

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
Dept of California 13733 Rosecrans Santa Fe Springs, CA 90670	95-0684372	501(c)(4)	388,382				Veterans Services
Dept of Colorado 1485 Holland St Lakewood, CO 80215	84-0388439	501(c)(4)	87,652				Veterans Services

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
Dept of Connecticut 35 Cold Spring Rd Rocky Hill, CT 06067	06-6050968	501(c)(4)	42,216				Veterans Services
Dept of D C PO Box 70737 Washington, DC 20024	31-1017322	501(c)(4)	8,339				Veterans Services

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
Dept of Delaware 183 South St Camden, DE 19934	23-7169083	501(c)(4)	10,833				Veterans Services
Dept of Florida 2015 SW 75th St Gainesville, FL 32607	59-0915376	501(c)(4)	261,770				Veterans Services

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
Dept of Georgia 4462 Houston Ave Macon, GA 31206	58-6043522	501(c)(4)	90,540				Veterans Services
Dept of Hawaii 2685 N Nimitz Hwy Honolulu, HI 96819	99-0105357	501(c)(4)	21,318				Veterans Services

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
Dept of Idaho PO Box 1597 Meridian, ID 83869	82-6013538	501(c)(4)	19,222				Veterans Services
Dept of Illinois 3740 Wabash Ave Springfield, IL 62704	36-2026733	501(c)(4)	84,286				Veterans Services

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
Dept of Indiana 170 Airport Parkway Greenwood, IN 46143	35-0269110	501(c)(4)	68,513				Veterans Services
Dept of Iowa 2245 Kerper Blvd Dubuque, IA 52001	42-0218615	501(c)(4)	27,094				Veterans Services

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
Dept of Kansas PO Box 67684 Topeka, KS 66667	48-0669371	501(c)(4)	33,181				Veterans Services
Dept of Kentucky PO Box 129 Shepherdsville, KY 40165	61-0574614	501(c)(4)	77,368				Veterans Services

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
Dept of Louisiana PO Box 1271 Baton Rouge, LA 70821	72-6023897	501(c)(4)	45,079				Veterans Services
Dept of Maine PO Box 3415 Augusta, ME 04330	51-0169791	501(c)(4)	27,365				Veterans Services

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
Dept of Maryland 101 N Gay Baltimore, MD 21202	52-6055613	501(c)(4)	92,850				Veterans Services
Dept of Massachusetts 24 Beacon St Boston, MA 02133	04-2170836	501(c)(4)	120,864				Veterans Services

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
Dept of Michigan 17779 E Fourteen Mile Rd Fraser, MI 48026	38-0489155	501(c)(4)	107,760				Veterans Services
Dept of Minnesota 20 West 12th St St Paul, MN 55155	41-0641627	501(c)(4)	103,167				Veterans Services

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
Dept of Mississippi PO Box 1579 Jackson, MS 39215	64-6034899	501(c)(4)	19,457				Veterans Services
Dept of Missouri 411 E Northtown Rd Kirksville, MO 63501	43-1428547	501(c)(4)	82,610				Veterans Services

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
Dept of Montana PO Box 201 Helena, MT 59624	81-0245122	501(c)(4)	14,965				Veterans Services
Dept of Nebraska 3107 25th St Columbus, NE 68601	47-0462717	501(c)(4)	30,837				Veterans Services

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
Dept of Nevada 2775 Meadow Park Ave Henderson, NV 89052	88-0191079	501(c)(4)	30,717				Veterans Services
Dept of New Hampshire PO Box 5184 Manchester, NH 03108	02-6018967	501(c)(4)	25,953				Veterans Services

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
Dept of New Jersey 171 Jersey St Trenton, NJ 08611	31-1017334	501(c)(4)	87,951				Veterans Services
Dept of New Mexico 2511 Utah St NE Albuquerque, NM 87110	85-0131116	501(c)(4)	36,504				Veterans Services

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
Dept of New York 162 Atlantic Ave Lynbrook, NY 11563	11-2248726	501(c)(4)	180,352				Veterans Services
Dept of North Carolina PO Box 90968 Raleigh, NC 27675	56-6061261	501(c)(4)	85,323				Veterans Services

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
Dept of North Dakota 3812 Lakewood Dr Mandan, ND 58554	45-0232777	501(c)(4)	16,346				Veterans Services
Dept of Ohio 35 E Chestnut St Columbus, OH 43215	31-4166963	501(c)(4)	135,024				Veterans Services

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
Dept of Oklahoma 14083 S State Hwy 51 Coweta, OK 74429	73-6112085	501(c)(4)	69,073				Veterans Services
Dept of Oregon 37615 SE Gordon Creek Rd Corbett, OR 97019	93-0155562	501(c)(4)	37,198				Veterans Services

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
Dept of Pennsylvania 4219 Trindle Rd Camp Hill, PA 17011	23-0520283	501(c)(4)	158,181				Veterans Services
Dept of Puerto Rico PO Box 363604 San Juan, PR 00936	23-7352551	501(c)(4)	32,161				Veterans Services

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
Dept of Rhode Island 1 Capital Hill Providence, RI 02908	05-6023646	501(c)(4)	16,747				Veterans Services
Dept of South Carolina PO Box 5317 West Columbia, SC 29171	57-0600471	501(c)(4)	73,777				Veterans Services

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
Dept of South Dakota 1519 West 51st St Sioux Falls, SD 57105	46-6016959	501(c)(4)	17,932				Veterans Services
Dept of Tennessee PO Box 296 Lawrenceburg, TN 38464	62-6074303	501(c)(4)	64,433				Veterans Services

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
Dept of Texas 1015 Lee Ave Lufkin, TX 75901	75-6053959	501(c)(4)	278,311				Veterans Services
Dept of Utah 273 E 800 South Salt Lake City, UT 84111	87-6151236	501(c)(4)	19,981				Veterans Services

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
Dept of Vermont PO Box 828 White River Jct, VT 05001	03-6015639	501(c)(4)	9,818				Veterans Services
Dept of Virginia PO Box 7176 Roanoke, VA 24019	54-0697376	501(c)(4)	153,151				Veterans Services

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
Dept of Washington 4980 Auto Center Way Bremerton, WA 98312	91-0544487	501(c)(4)	88,343				Veterans Services
Dept of West Virginia PO Box 605 Elkview, WV 25071	55-0521769	501(c)(4)	26,949				Veterans Services

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
Dept of Wisconsin 1253 Scheuring Rd DePere, WI 54115	39-0244255	501(c)(4)	59,492				Veterans Services
Dept of Wyoming 219 Ames Ave Cheyenne, WY 82007	23-7041066	501(c)(4)	11,432				Veterans Services

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
Department of Veterans Affairs 51 Irving St Washington, DC 20423	52-1688621	Gov't Entity	201,374				VA Transportation Network
Columbia Trust Service Programs 3725 Alexandria Pike Cold Spring, KY 41076	52-1516071	501(c)(4)	23,450				Veterans Services

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
Boulder Crest Retreat 33735 Snickersville Tpke Bluemont, VA 20135	27-3228310	501(c)(3)	125,000				Retreats for Veterans
Camp Corral 5151 Glenwood Ave Raleigh, NC 27612	45-3555807	501(c)(3)	356,250				Children of Veterans

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
Hillvets Foundation 625 N Washington St Alexandria, VA 22314	47-3616097	501(c)(19)	25,000				Veterans Services
Six and Twenty Distillery 3109 Highway 153 Piedmont, SC 29673	45-3090614		10,000				Arthur H. & Mary Wilson Award

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
The American Legion PO Box 1055 Indianapolis, IN 46206	35-0144250	501(c)(19)	25,000				Salute to Heroes Inaugural Gala
Military Veterans in Journalism Inc 100 K St Washington, DC 20002	83-4253287	501(c)(3)	7,600				NAB Sponsorship

Schedule J
(Form 990)

Compensation Information

OMB No. 1545-0047

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.

2020

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
DISABLED AMERICAN VETERANS

Employer identification number
31-0263158

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 border="0"> <tr> <td><input checked="" type="checkbox"/> First-class or charter travel</td> <td><input type="checkbox"/> Housing allowance or residence for personal use</td> </tr> <tr> <td><input checked="" type="checkbox"/> Travel for companions</td> <td><input type="checkbox"/> Payments for business use of personal residence</td> </tr> <tr> <td><input type="checkbox"/> Tax idemnification and gross-up payments</td> <td><input type="checkbox"/> Health or social club dues or initiation fees</td> </tr> <tr> <td><input checked="" type="checkbox"/> Discretionary spending account</td> <td><input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)</td> </tr> </table>	<input checked="" type="checkbox"/> First-class or charter travel	<input type="checkbox"/> Housing allowance or residence for personal use	<input checked="" type="checkbox"/> Travel for companions	<input type="checkbox"/> Payments for business use of personal residence	<input type="checkbox"/> Tax idemnification and gross-up payments	<input type="checkbox"/> Health or social club dues or initiation fees	<input checked="" type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)		
<input checked="" type="checkbox"/> First-class or charter travel	<input type="checkbox"/> Housing allowance or residence for personal use									
<input checked="" type="checkbox"/> Travel for companions	<input type="checkbox"/> Payments for business use of personal residence									
<input type="checkbox"/> Tax idemnification and gross-up payments	<input type="checkbox"/> Health or social club dues or initiation fees									
<input checked="" type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)									
<p>b If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain</p>	1b Yes									
<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 on Line 1a?</p>	2 Yes									
<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 border="0"> <tr> <td><input type="checkbox"/> Compensation committee</td> <td><input type="checkbox"/> Written employment contract</td> </tr> <tr> <td><input checked="" type="checkbox"/> Independent compensation consultant</td> <td><input checked="" type="checkbox"/> Compensation survey or study</td> </tr> <tr> <td><input type="checkbox"/> Form 990 of other organizations</td> <td><input checked="" type="checkbox"/> Approval by the board or compensation committee</td> </tr> </table>	<input type="checkbox"/> Compensation committee	<input type="checkbox"/> Written employment contract	<input checked="" type="checkbox"/> Independent compensation consultant	<input checked="" type="checkbox"/> Compensation survey or study	<input type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Approval by the board or compensation committee				
<input type="checkbox"/> Compensation committee	<input type="checkbox"/> Written employment contract									
<input checked="" type="checkbox"/> Independent compensation consultant	<input checked="" type="checkbox"/> Compensation survey or study									
<input 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> <p>b Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p> <p>c Participate in, or receive payment from, an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.</p>	4a No	4b No								
	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> <p>b Any related organization?</p> <p>If "Yes," on line 5a or 5b, describe in Part III.</p>	5a No	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> <p>b Any related organization?</p> <p>If "Yes," on line 6a or 6b, describe in Part III.</p>	6a No	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 J MARC BURGESS NATL ADJUTANT/CEO/SEC.	(i)	263,725	50,065	7,517	252,926	29,163	603,396	49,565
	(ii)	0	0	0	0	0	0	0
2 ANITA BLUM COMPTROLLER	(i)	172,261	19,585	4,937	173,059	43,696	413,538	19,085
	(ii)	0	0	0	0	0	0	0
3 CHRISTOPHER CLAY GENERAL COUNSEL	(i)	206,433	12,798	14,145	27,508	34,153	295,037	12,798
	(ii)	0	0	0	0	0	0	0
4 BRIAN COWART CHIEF DEV. OFFICER	(i)	212,497	19,310	4,719	85,674	36,680	358,880	18,810
	(ii)	0	0	0	0	0	0	0
5 SUSAN LOTH SR. CHIEF DEV. OFFICER	(i)	170,097	20,144	4,933	193,892	41,506	430,572	19,644
	(ii)	0	0	0	0	0	0	0
6 JAMES MARSZALEK NATIONAL SERVICE DIRECTOR	(i)	161,116	25,660	3,351	95,285	21,351	306,763	25,160
	(ii)	0	0	0	0	0	0	0
7 BARRY A JESINOSKI EXEC. DIR. NATL HQ	(i)	211,694	37,930	4,719	209,603	42,599	506,545	37,430
	(ii)	0	0	0	0	0	0	0
8 EDWARD R REESE EXEC. DIR. NATL LHQ	(i)	198,994	35,749	4,729	261,205	46,012	546,689	35,249
	(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
SCHEDULE J, PART I, LINE 1A	<p>FIRST CLASS OR CHARTER TRAVEL: DAV-PAID AIRFARE IS TYPICALLY FOR COACH-CLASS TRAVEL. FIRST-CLASS AIRFARE MAY BE APPROVED ON A CASE BY CASE BASIS CONSIDERING SUCH FACTORS AS: (A) DISABILITY OF THE TRAVELER (B) SIZE OF THE TRAVELER; (C) DISTANCE TRAVELED; (D) COST ANALYSIS; AND (E) OTHER REASONABLE FACTORS. DAV DOES NOT PAY FOR CHARTER TRAVEL. IN 2020, NO FIRST CLASS OR CHARTER TRAVEL BUSINESS TRIPS WERE PROVIDED FOR INDIVIDUALS LISTED ON FORM 990 PART VII. TRAVEL FOR COMPANIONS: DAV PAYS FOR COMPANIONS OF THOSE TRAVELING ON DAV BUSINESS, BUT ON A VERY LIMITED BASIS. SUCH AUTHORIZATION IS ONLY GRANTED WHEN THE COMPANION'S PRESENCE PROVIDES NEEDED AID AND ASSISTANCE FOR A SIGNIFICANTLY DISABLED DAV TRAVELER. IN THE CASE OF THE DAV TRAVELER REQUIRING AID AND ASSISTANCE, DAV WILL BEAR THE FULL EXPENSE OF THE COMPANION AND IT IS NOT CONSIDERED TAXABLE INCOME. IN 2020, NO COMPANION TRAVEL WAS PROVIDED FOR INDIVIDUALS LISTED ON FORM 990 PART VII. DISCRETIONARY SPENDING ACCOUNT: DURING THEIR ONE-YEAR, NON-SUCCESSIVE TERM, DAV PAYS THE NATIONAL COMMANDER AN ANNUAL EXPENSE ALLOWANCE PRORATED FROM THE DATE OF HIS/HER ELECTION TO THE DATE OF THE ELECTION OF HIS/HER SUCCESSOR, IN AN AMOUNT APPROVED BY THE BOARD OF DIRECTORS, AND REFLECTED IN THE APPROPRIATE MINUTES. THE AMOUNT IS TO COVER LODGING, MEALS, AND OTHER EXPENSES INCURRED TO SERVE IN THIS CAPACITY. IT IS COMPARABLE TO AMOUNTS PAID THOSE IN SIMILAR POSITIONS IN LIKE ORGANIZATIONS AND IS REPORTED AS TAXABLE INCOME ON FORM 1099. IN 2020, STEPHEN WHITEHEAD, DAV NATIONAL COMMANDER, RECEIVED \$225,000 FOR SUCH PAYMENTS.</p>
SCHEDULE J, PART I, LINE 7	<p>NON-FIXED PAYMENTS DAV HAS A LEADERSHIP INCENTIVE PROGRAM THAT OFFERS AN ADDITIONAL PERCENTAGE OF ANNUAL BASE SALARY TO ABOUT 60 EMPLOYEES - PRIMARILY KEY EXECUTIVES, DIRECTORS AND MANAGERS. THE AWARD PERCENTAGE IS BASED ON THE INDIVIDUAL PARTICIPANT'S POSITION AND THE ORGANIZATION'S MEASURED SUCCESS MEETING 8 GOALS - ONE RELATED TO ACHIEVEMENT OF STANDARD RATIOS PUBLISHED BY THE BBB WISE GIVING ALLIANCE AND 7 BASED DAV STRATEGIC PLAN GOALS. THE PROGRAM WAS DESIGNED WITH ASSISTANCE FROM AN OUTSIDE, INDEPENDENT CONSULTANT AND APPROVED BY THE BOARD OF DIRECTORS.</p>

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2020

▶ **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
DISABLED AMERICAN VETERANS

Employer identification number
31-0263158

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	96	528,522	COST / SELLING PRICE
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**

	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 isn't 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 didn't 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
Schedule M, Part I, Column (b)	For Securities - Publicly Traded the number of contributions is reported.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service
Name of the organization
DISABLED AMERICAN VETERANS

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

2020

Open to Public Inspection

Employer identification number

31-0263158

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS	<p>SERVICE PROGRAM (CONT) NATIONAL SERVICE OFFICES - IN MORE THAN 100 OFFICES THROUGHOUT THE UNITED STATES AND IN PUERTO RICO, WE EMPLOY A CORPS OF NATIONAL BENEFITS ADVOCATES, NATIONAL SERVICE OFFICERS (NSOS) AND TRANSITION SERVICE OFFICERS (TSOS) WHO COUNSEL AND REPRESENT VETERANS, THEIR FAMILIES AND SURVIVORS WITH CLAIMS FOR BENEFITS FROM THE DEPARTMENT OF VETERANS AFFAIRS, DEPARTMENT OF DEFENSE AND OTHER GOVERNMENT AGENCIES. SERVICE OFFICERS FUNCTION AS ATTORNEYS-IN-FACT, ASSISTING VETERANS, THEIR FAMILIES AND SURVIVORS IN FILING CLAIMS FOR VA DISABILITY COMPENSATION, REHABILITATION AND EDUCATION PROGRAMS, PENSIONS, DEATH BENEFITS, AND EMPLOYMENT AND TRAINING PROGRAMS. THEY PROVIDE FREE SERVICES, SUCH AS COUNSELING AND COMMUNITY OUTREACH ACTIVITIES THROUGH THE INFORMATION SEMINAR PROGRAM, IN ORDER TO EDUCATE AND INFORM VETERANS ON THE BENEFITS THEY HAVE EARNED THROUGH SERVICE. THEY ALSO ADVISE VETERANS AND ACTIVE-DUTY MILITARY PERSONNEL IN REGARDS TO THE TRANSITION ASSISTANCE PROGRAM. SINCE BEING CHARTERED BY CONGRESS IN 1932, THEY FILED 11.8 MILLION CLAIMS FOR BENEFITS. TRAINING - DAV'S NATIONAL BENEFITS ADVOCATES TRAIN THROUGHOUT THEIR CAREERS TO STAY CURRENT WITH THE CHANGES IN LAWS AND REGULATIONS AFFECTING VETERANS' BENEFITS. THE INTERACTIVE TRAINING, RESEARCH, ADVOCACY AND KNOWLEDGE SYSTEM, KNOWN AS ITRAK, HAS MADE THE INSTITUTIONAL KNOWLEDGE OF DAV'S NATIONAL SERVICE OFFICER PROGRAM ACCESSIBLE NATIONWIDE. THIS SYSTEM REVOLUTIONIZES HOW DAV SERVES VETERANS, TRAINS SERVICE OFFICERS, AND RESEARCHES AND COLLABORATES TO REPRESENT VETERANS IN THEIR CLAIMS FOR BENEFITS. THIS ONGOING TRAINING ENSURES THAT ALL DAV NATIONAL SERVICE OFFICERS ARE AT THE FOREFRONT OF VETERANS' ADVOCACY AND THAT THE MOST RIGOROUS PROFESSIONAL STANDARDS ARE MAINTAINED. NATIONAL SERVICE OFFICERS ARE EDUCATED PROFESSIONALS AND SKILLED EXPERTS IN DEVELOPING AND PROSECUTING VETERANS' CLAIMS THROUGH IN-DEPTH REVIEWS OF MEDICAL HISTORIES ALONG WITH CURRENT LAWS AND REGULATIONS. ADDITIONALLY, THEY REVIEW RATING BOARD DECISIONS AND INFORM VETERANS AND THEIR FAMILIES OF THE APPEALS PROCESS AND OF THEIR APPELLATE RIGHTS. DAV EQUIPS SERVICE OFFICERS WITH STATE-OF-THE-ART COMPUTER RESOURCES TO KEEP THEIR CUTTING-EDGE ADVOCACY SKILLS UP TO DATE. THE EXTENSIVE PREPARATION REQUIRED FOR THESE CRUCIAL SERVICES BEGINS WITH A 16-MONTH, ON-THE-JOB TRAINING PROGRAM. THIS INTERACTIVE, SELF-DIRECTED TRAINING PROGRAM PROVIDES THE FOUNDATION FOR APPRENTICES TO BECOME EFFECTIVE ADVOCATES. APPRENTICES ARE INSTRUCTED AND MENTORED BY TENURED SUPERVISORS. DAV IS THE ONLY VETERANS SERVICE ORGANIZATION TO HAVE A TRAINING PROGRAM CERTIFIED FOR COLLEGE CREDIT BY THE AMERICAN COUNCIL ON EDUCATION IN HEALTH LAW AND ETHICS, HEALTHCARE SYSTEMS, ANATOMY AND PHYSIOLOGY, PATHOPHYSIOLOGY, MEDICAL TERMINOLOGY AND INTRODUCTION TO PUBLIC POLICY, TOPICS IN PUBLIC ADMINISTRATION, AND ADMINISTRATIVE LAW. IN ADDITION TO THESE TRAINING PROGRAMS, SUPERVISORY STAFF AND SELECTED VETERAN ADVOCATES FROM FIELD OFFICES ACROSS</p>

990 Schedule O, Organizational Information

Return Reference	Explanation
FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS	<p>THE COUNTRY RECEIVE SPECIALIZED INSTRUCTION IN MANAGEMENT AND LEADERSHIP DEVELOPMENT. OUR GOAL IS TO CONTINUE PRODUCING THE MOST HIGHLY TRAINED REPRESENTATIVES POSSIBLE TO BEST SERVE VETERANS AND THEIR FAMILIES. NATIONAL APPEALS OFFICE - THE BOARD OF VETERANS' APPEALS (BVA) IS THE HIGHEST APPELLATE-LEVEL COURT WITHIN THE VA AND IS RESPONSIBLE FOR THE FINAL DECISION CONCERNING VETERANS' BENEFITS. MORE THAN 96% OF THE CLAIMS BEFORE THE BVA INVOLVE DISABILITY COMPENSATION ISSUES. OUR HIGHLY SKILLED NATIONAL APPEALS OFFICERS SERVE APPELLANTS IN THE PREPARATION OF WRITTEN BRIEFS FOR BVA REVIEW AND CONDUCT FORMAL HEARINGS BEFORE VETERANS' LAW JUDGES. DAV'S EFFORTS HAVE RESULTED IN APPROXIMATELY 77% OF DECISIONS BEING OVERTURNED OR CASES BEING REMANDED TO THE REGIONAL OFFICE FOR ADDITIONAL DEVELOPMENT AND RE-ADJUDICATION. WE MAINTAIN THE LARGEST STAFF OF ANY ADVOCACY GROUP AND REPRESENTED 19.5 % OF ALL CASES DECIDED BY THE BVA IN 2020. JUDICIAL APPEALS - DAV CONTINUES ITS PRO BONO REPRESENTATION PROGRAM FOR VETERANS SEEKING REVIEW IN THE UNITED STATES COURT OF APPEALS FOR VETERANS CLAIMS. DAV CURRENTLY WORKS WITH TWO LAW FIRMS THAT SPECIALIZE IN REPRESENTING VETERANS' ISSUES AT THE COURT. IN FISCAL YEAR 2020, THE BVA ACTED ON MORE THAN 16,400 CASES INVOLVING DAV CLIENTS. THESE WERE CASES REVIEWED TO IDENTIFY THOSE IN WHICH A VETERAN'S CLAIM WAS IMPROPERLY DENIED. THE RELATIONSHIP BETWEEN DAV AND THESE PRIVATE LAW FIRMS HAS RESULTED IN OVER 1,200 CASES PREVIOUSLY DENIED BY THE BVA BEING APPEALED TO THE COURT AT NO COST TO THE VETERANS. THESE DEDICATED LEGAL PARTNERS HAVE ENABLED THIS PROGRAM TO GROW EXPONENTIALLY OVER THE PAST FEW YEARS. TRANSITION ASSISTANCE - DAV CONTINUES TO PROVIDE DIRECT ON-SITE ASSISTANCE TO INJURED AND ILL ACTIVE-DUTY MILITARY PERSONNEL THROUGH OUR TRANSITION SERVICE PROGRAM, CURRENTLY IN ITS 19TH YEAR. THIS PROGRAM PROVIDES BENEFITS COUNSELING AND ASSISTANCE TO SEPARATING SERVICE MEMBERS SEEKING TO FILE INITIAL CLAIMS FOR BENEFITS ADMINISTERED THROUGH THE VA. OUR TRANSITION SERVICE OFFICERS ARE TRAINED SPECIFICALLY TO EDUCATE TRANSITIONING VETERANS, REVIEW MILITARY SERVICE TREATMENT RECORDS AND INITIATE CLAIMS ACTIVITIES AT NEARLY 100 MILITARY INSTALLATIONS WITHIN THE CONTINENTAL UNITED STATES AND HAWAII. IN 2020, DAV CONDUCTED OVER 300 BRIEFINGS TO SEPARATING SERVICE MEMBERS, REACHING OVER 10,000 TOTAL PARTICIPANTS IN THOSE SESSIONS. THEY ALSO COUNSELED OVER 21,000 SEPARATING SERVICE MEMBERS, REVIEWED MORE THAN 19,000 MILITARY SERVICE TREATMENT RECORDS AND PRESENTED ALMOST 17,000 VA BENEFITS APPLICATIONS. DAV REMAINS COMMITTED TO ADVOCATING FOR TRANSITIONING SERVICE MEMBERS TO ENSURE ALL ARE BETTER INFORMED ABOUT THE BENEFITS THEY HAVE EARNED AS A RESULT OF THEIR MILITARY SERVICE. IT IS THROUGH THIS PROGRAM DAV IS ABLE TO ADVISE SERVICE MEMBERS OF THEIR BENEFITS AND ENSURE THAT THEY KNOW ABOUT THE FREE SERVICES DAV IS ABLE TO PROVIDE DURING EVERY STAGE OF THE CLAIMS AND APPEALS PROCESS. GRASSROOTS BENEFITS ADVOCACY - NATIONAL DA</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS	<p>V BENEFITS ADVOCATES HAVE THE COOPERATION, SUPPORT AND ASSISTANCE OF DEPARTMENT AND CHAPTER SERVICE OFFICERS ACROSS THE COUNTRY. PARTICIPATING DEPARTMENTS AND CHAPTERS RECEIVE TRAINING AND INFORMATION NECESSARY TO ASSIST THOSE WE SERVE. OUR DEPARTMENT AND CHAPTER SERVICE OFFICER CERTIFICATION TRAINING PROGRAM GUARANTEES THE VITALITY AND GROWTH OF OUR LOCAL SERVICE PROGRAMS, WHICH PROVIDE AN ENVIRONMENT WHERE OUR HOSPITAL SERVICE COORDINATORS, DEPARTMENT AND CHAPTER SERVICE OFFICERS, AND VOLUNTEERS WORK TOGETHER FOR THE COMMON GOAL OF SERVICE TO INJURED AND ILL VETERANS. CURRENTLY, DAV HAS TRAINED AND CERTIFIED DEPARTMENT AND CHAPTER SERVICE OFFICERS IN ALL 50 STATES AS WELL AS WASHINGTON, D.C., AND PUERTO RICO. THE PROGRAM ALLOWS FOR LEVEL I AND LEVEL II CERTIFICATION TRAINING FOR DEPARTMENT AND CHAPTER SERVICE OFFICERS. LEVEL I TRAINING IS DESIGNED TO TEACH AND FAMILIARIZE THE ROLE OF A CHAPTER OR DEPARTMENT SERVICE OFFICER BY INTRODUCING BASIC CLAIM INFORMATION AND THE DIFFERENT APPLICATIONS REQUIRED TO APPLY FOR A WIDE ARRAY OF BENEFITS. LEVEL II CERTIFICATION IS MORE IN-DEPTH TRAINING IN SPECIFIC CLAIM INFORMATION ON TOPICS INCLUDING THE THREE ELEMENTS OF SERVICE CONNECTION, THE PROCESS AND REQUIREMENTS FOR HAVING A DECISION RECONSIDERED, PRESUMPTIVE CONDITIONS AND HOW THEY RELATE WITH DIFFERENT PERIODS OF SERVICE AND CONFLICTS, THE IMPORTANCE OF MEDICAL EVIDENCE AND THE USE OF THE COMBINED RATING TABLE. DEPARTMENT AND CHAPTER SERVICE OFFICERS PROVIDE A UNIQUE OPPORTUNITY FOR VETERANS TO DISCUSS VA BENEFITS IN THEIR OWN COMMUNITIES WITHOUT MAKING A TRIP INTO A NATIONAL SERVICE OFFICE, WHICH ALSO GIVES CHAPTERS AN OPPORTUNITY TO CONNECT WITH VETERANS. VETERANS ARE ALSO INFORMED OF LOCAL RESOURCES AND OPPORTUNITIES TO GIVE BACK AND SUPPORT THEIR FELLOW VETERANS THROUGH THEIR LOCAL DAV DEPARTMENT OR CHAPTER. COUNTING ALL NATIONAL, TRANSITION, DEPARTMENT, CHAPTER AND COUNTY VETERAN SERVICE OFFICERS, DAV HAS OVER 4,000 EXPERT BENEFITS ADVOCATES NATIONWIDE WHO PROVIDE REPRESENTATION FOR VETERANS. EXPENSES \$37,976,172 INCLUDING GRANTS OF \$75,123. REVENUE \$0.</p>

990 Schedule O, Other Information

Return Reference	Explanation
FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS	<p>VOLUNTARY SERVICES PROGRAM (CONT) - THE VALUE OF VOLUNTEER HOURS AND SERVICES AMOUNTED TO OVER \$18 MILLION. TO INCENTIVIZE YOUTH VOLUNTEERS, DAV AWARDED \$75,000 IN SCHOLARSHIPS THROUGH ITS SCHOLARSHIP PROGRAM. DAV TRANSPORTATION NETWORK - A UNIQUE PROGRAM THAT HAS SUCCESSFULLY HELPED VETERANS GET TO AND FROM THEIR MEDICAL APPOINTMENTS AND THROUGHOUT THEIR DAILY LIVES FOR NEARLY 35 YEARS. THE PROGRAM IS THE LARGEST OF ITS KIND FOR VETERANS IN THE NATION. OPERATED BY DEDICATED DAV VOLUNTEER DRIVERS, THE PROGRAM PROVIDES TRANSPORTATION TO AND FROM 228 VA MEDICAL CENTERS AND OUTPATIENT CLINICS. IT IS MANAGED BY A TEAM OF 155 HOSPITAL SERVICE COORDINATORS. SINCE THE PROGRAM'S INCEPTION IN 1987, DAV DEPARTMENTS AND CHAPTERS HAVE DONATED 3,558 VEHICLES AND FORD MOTOR CO. HAS DONATED 239 VEHICLES, AT A TOTAL COMBINED COST OF MORE THAN \$88 MILLION. THE AMOUNT OF HOURS DAV VOLUNTEERS DEDICATE, THE MILES THEY DRIVE AND THE NUMBER OF RIDES THEY PROVIDE TO VETERANS ARE A TESTAMENT TO THE PROMISES WE'VE ENSURED WERE KEPT. TO PUT THIS INTO PERSPECTIVE, DAV VOLUNTEERS HAVE DRIVEN 760,547,592 MILES SINCE THE PROGRAM BEGAN. THE BENEFIT OF DAV'S TRANSPORTATION NETWORK GOES BEYOND ENSURING VETERANS IN NEED ARE ABLE TO GET THE CARE THEY DESERVE AND HAVE EARNED. WITHOUT THIS PROGRAM, MANY VETERANS WOULD HAVE NO WAY TO ACCESS THEIR HEALTH CARE. ACCORDING TO NONPROFIT COALITION INDEPENDENT SECTOR'S METHODOLOGY, THE DEPARTMENT OF VETERANS AFFAIRS HAS VALUED THE DAV TRANSPORTATION NETWORK'S HOURS OF VOLUNTEER SERVICE AT OVER \$18 MILLION, BASED ON THE CURRENT FORMULA OF \$27.20 PER HOUR. ADDITIONALLY, EACH VETERAN PASSENGER COULD POTENTIALLY COST THE VA \$0.415 PER MILE IN BENEFICIARY TRAVEL EXPENSE REIMBURSEMENT FOR TRAVEL TO AN APPOINTMENT OR TREATMENT. THE TRANSPORTATION NETWORK CONTINUES TO PROVIDE A SUBSTANTIAL NEED FOR VETERANS, WHILE DELIVERING A POWERFUL IMPACT ON LOCAL COMMUNITIES AND AN INDISPENSABLE RESOURCE FOR VETERANS. THE VALUE OF THESE CONTRIBUTED SERVICES IS REPORTED AS REVENUE ON DAV'S FINANCIAL STATEMENTS PREPARED IN ACCORDANCE WITH GENERALLY ACCEPTED ACCOUNTING PRINCIPLES, BUT IS NOT RECORDED AS REVENUE ON THIS FORM 990 IN ACCORDANCE WITH INTERNAL REVENUE SERVICE GUIDELINES. NATIONAL DISABLED VETERANS WINTER SPORTS CLINIC - FOR 36 YEARS, DAV AND THE VA HAVE COLLABORATED TO HELP CREATE "MIRACLES ON A MOUNTAIN SIDE" AT THE NATIONAL DISABLED VETERANS WINTER SPORTS CLINIC IN SNOWMASS, COLORADO, NEAR ASPEN, THIS UNIQUE PHYSICAL REHABILITATION PROGRAM, LAUNCHED IN 1985, ANNUALLY HELPS NEARLY 400 SEVERELY INJURED VETERANS REBUILD CONFIDENCE AND REGAIN STABILITY IN THEIR LIVES, ALL WHILE OVER 1,000 VOLUNTEERS HELP PROVIDE A FUN AND FULFILLING WEEK OF WINTER SPORTS. ALTHOUGH THIS EVENT WAS CANCELED IN 2020 DUE TO HEALTH AND SAFETY CONCERNS AMID THE COVID-19 PANDEMIC, WE RECOGNIZE ITS VAST POSITIVE IMPACT AND LOOK FORWARD TO ONCE AGAIN INVITING VETERANS FROM ACROSS THE NATION WITH MULTIPLE AMPUTATIONS, TRAUMATIC BRAIN AND SPINAL CORD INJURIES, SEVERE NEUROLOGICAL DE</p>

990 Schedule O, Other Information

Return Reference	Explanation
<p>FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS</p>	<p> FACILITATES OR EVEN TOTAL BLINDNESS TO TAKE PART IN THE CLINIC TO DEVELOP WINTER SPORTS SKILLS AND TAKE PART IN A VARIETY OF WORKSHOPS AND EDUCATIONAL SESSIONS. THE EVENT ENCOURAGES VETERANS TO CHALLENGE THEIR PERCEIVED LIMITATIONS AND PROMOTES BOTH MENTAL AND PHYSICAL REHABILITATION AND RESTORATION THROUGH ADAPTIVE SKIING, ROCK WALL CLIMBING, ICE HOCKEY AND OTHER SPORTS. BY EXAMPLE, THESE ACTIVITIES SHOW VETERANS THEY ARE NOT LIMITED TO ADAPTIVE RECREATIONAL ACTIVITIES OR SPORTS OF ANY KIND. VETERANS OF ALL ERAS, INCLUDING WORLD WAR II, KOREA, VIETNAM, THE GULF WAR AND THE WARS IN IRAQ AND AFGHANISTAN, ATTEND THE CLINIC, ENJOYING THE CAMARADERIE AND REASSURANCE OF THOSE WHO ALSO SERVED. NATIONAL DISABLED VETERANS TEE TOURNAMENT, - DAV TAKES GREAT PRIDE IN PRESENTING THE NATIONAL DISABLED VETERANS TEE (TRAINING, EXPOSURE, EXPERIENCE) TOURNAMENT IN IOWA CITY, IOWA, WITH OUR PARTNERS AT THE VA. THE FOUR-DAY CLINIC CONSISTS OF GOLF, HORSEBACK RIDING AND OTHER ADAPTIVE SPORTS WORKSHOPS. THE CLINIC THAT ANNUALLY WELCOMES NEARLY 300 INJURED AND DISABLED VETERANS WOULD NOT BE ABLE TO HAPPEN WITHOUT THE HELP OF THE OVER 1,000 VOLUNTEERS WHO ATTEND THE EVENT EVERY YEAR. UNFORTUNATELY, THIS EVENT WAS ALSO CANCELED DUE TO THE ONGOING PANDEMIC IN 2020. WE LOOK FORWARD TO CO-PRESENTING THIS EVENT WHEN IT IS ONCE AGAIN SAFE TO DO SO. MENTORING RETREATS - DAV, IN ASSOCIATION WITH BOULDER CREST RETREAT AND THE GARY SINISE FOUNDATION, IS COMMITTED TO IMPROVING THE PHYSICAL, EMOTIONAL, SPIRITUAL AND MONETARY WELL-BEING OF OUR NATION'S MILITARY MEMBERS, VETERANS, FIRST RESPONDERS AND THEIR FAMILY MEMBERS. DAV PARTICIPATES IN FIVE RETREATS ANNUALLY FOR ILL AND INJURED VETERANS, INCLUDING ONE ALL-FEMALE VETERAN RETREAT, AT BOULDER CREST'S LOCATIONS IN BLUEMONT, VIRGINIA, AND SONOITA, ARIZONA. DAV IS PROUD TO DISCOVER AND WORK TOGETHER ON NEW AND HOLISTIC WAYS TO HELP THE VETERANS WE SERVE OVERCOME THE CHALLENGES THAT OFTEN FOLLOW MILITARY SERVICE. DAV LEADERS, INCLUDING SEVERAL DAV PAST NATIONAL COMMANDERS, HAVE ASSISTED AS MENTORS TO THE LATEST GENERATION OF SERIOUSLY INJURED VETERANS. THEIR SPOUSES HAVE ALSO SERVED AS MENTORS TO THE CAREGIVERS OF PARTICIPANTS AND IMPARTED THE KNOWLEDGE AND UNDERSTANDING THAT COMES WITH DECADES OF SERVICE AS CAREGIVERS TO THEIR INJURED HEROES. AMONG MANY PROGRAMS DESIGNED TO HELP MILITARY MEMBERS, VETERANS AND THEIR FAMILIES DEAL WITH THE CHALLENGES THEY FACE AFTER ILLNESS OR INJURY IS THE PROGRAM PRESENTED BY BOULDER CREST, THE WARRIOR PATHH (PROGRESSIVE AND ALTERNATIVE TRAINING FOR HEALING HEROES). WARRIOR PATHH IS THE NATION'S FIRST NONCLINICAL PROGRAM DESIGNED TO CULTIVATE AND FACILITATE GROWTH AMONG THOSE STRUGGLING WITH POST-TRAUMATIC STRESS DISORDER. WARRIOR PATHH ENABLES THESE REMARKABLE MEN AND WOMEN TO TRANSFORM MOMENTS OF DEEP STRUGGLE INTO PROFOUND STRENGTH AND GROWTH. IT DELIVERS SHORT-DURATION, HIGH-IMPACT PROGRAMS BASED ON THE SCIENCE OF POST-TRAUMATIC GROWTH. SINCE ITS INCEPTION, THIS PROGRAM HAS BEEN CRUCIAL IN HELPING I </p>

990 Schedule O, Organizational Information

Return Reference	Explanation
FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS	<p>INJURED VETERANS THROUGH A WEEKLONG PROGRAM WHERE THEY ARE INTRODUCED TO YOGA, MEDITATION, EQUINE THERAPY, ARCHERY AND CAREER-BUILDING EXERCISES. YOUTH VOLUNTEERS - THE SIGNIFICANCE OF YOUNG VOLUNTEERS PROVIDING CARE TO OUR NATION'S HEROES AND STRENGTHENING THEIR LOCAL COMMUNITIES IS EVER-PRESENT AND REPRESENTED THROUGH DAV'S JESSE BROWN MEMORIAL YOUTH SCHOLARSHIP PROGRAM. ANNUALLY, OUR SCHOLARSHIP PROGRAM RECOGNIZES OUTSTANDING YOUNG VOLUNTEERS WHO PARTICIPATE IN THE VA VOLUNTARY SERVICE (VAVS) PROGRAM, DAV'S LOCAL VETERANS ASSISTANCE PROGRAM (LVAP) OR BOTH. LAST YEAR, DAV DEDICATED \$75,000 TO YOUTH VOLUNTEERS WHO DONATED THEIR TIME AND COMPASSION TO INJURED AND ILL VETERANS. SINCE THE PROGRAM'S COMMENCEMENT, DAV HAS AWARDED 203 INDIVIDUAL SCHOLARSHIPS, VALUED AT \$1,568,000, TO ENABLE THESE EXTRAORDINARY YOUNG PEOPLE TO PURSUE THEIR GOALS IN HIGHER EDUCATION. LAST YEAR'S TOP HONOR OF \$20,000 WENT TO TANNER JOHNSON, OF CHEYENNE, WYOMING. JOHNSON HAS BEEN A DAV VOLUNTEER SINCE 2018 AND HAS CONTRIBUTED 1,624 HOURS TO THE CHEYENNE VA MEDICAL CENTER. THE PROGRAM EMPOWERS AND INCENTIVIZES STUDENT VOLUNTEERS TO GAIN LIFE AND JOB EXPERIENCE, STRIVE TO BE SUCCESSFUL STUDENTS AND BECOME ACTIVE COMMUNITY MEMBERS. VA VOLUNTARY SERVICE PROGRAM - THE VAVS PROGRAM PROVIDES AN EXTENSIVE ARRAY OF SERVICES TO VETERANS IN VA HEALTH CARE FACILITIES THROUGHOUT OUR NATION. DAV VOLUNTEERS PERFORM ESSENTIAL DUTIES, FROM BEING A COMPANION TO A VETERAN DURING DAYS OF RECOVERY OR THERAPY TO DOING TASKS THAT REQUIRE HIGHLY TECHNICAL AND PROFESSIONAL SKILLS. DAV, ALONG WITH THE AUXILIARY, TOTALED OVER 603,000 HOURS OF VOLUNTEERING IN 2020. ACCORDING TO THE PAST VA FISCAL YEAR, THOSE HOURS COULD BE ACCUMULATED TO \$16.4 MILLION IN COMPENSATION VALUE, SAVING TAXPAYERS FROM FOOTING THE BILL. THE VALUE OF THESE SERVICE HOURS DON'T MEET THE REQUIREMENTS OF GENERALLY REPORTED ACCOUNTING PRINCIPLES TO BE REPORTED AS REVENUE ON DAV'S FINANCIAL STATEMENT NOR THE INTERNAL REVENUE SERVICE GUIDELINES FOR THE FORM 990. THROUGH THE PROGRAM, DAV VOLUNTEERS PROVIDE SERVICES TO OUR NATION'S HEROES AT VA MEDICAL CENTERS, COMMUNITY LIVING CENTERS AND CLINICS. VOLUNTEERS OFFER MEANINGFUL EXPERIENCES AND ASSIST VETERANS IN LIVING HEALTHY AND FULFILLED LIVES. ON TOP OF THAT, DAV CHAPTERS AND DAV AUXILIARY UNITS CUMULATIVELY BROUGHT IN NEARLY \$2.6 MILLION IN DONATIONS TO VA HEALTH CARE FACILITIES' VOLUNTEER INITIATIVES IN 2020. STRENGTHENING COMMUNITIES - THE LOCAL VETERANS ASSISTANCE PROGRAM (LVAP) WAS ESTABLISHED TO FACILITATE AND RECOGNIZE INITIATIVES IN WHICH VOLUNTEERS CAN CONTRIBUTE THEIR SERVICES, TALENTS, PROFESSIONAL ABILITIES AND TIME IN WAYS THAT BENEFIT VETERANS RESIDING WITHIN THE VOLUNTEERS' LOCAL COMMUNITIES. THE PROGRAM EMPOWERS INDIVIDUALS TO FIND AND DEVELOP NEW AND UNIQUE WAYS TO SUPPORT THE SERVICE AND SACRIFICE OF VETERANS AND THEIR FAMILIES. BY PROVIDING RESOURCES OR ASSISTANCE WITH EVERYDAY NEEDS, VOLUNTEERS ALLOW THESE HEROES AND THEIR FAMILIES TO ENJOY THE BEST POSSIBLE QUALITY OF LIFE.</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS	<p>EMPLOYMENT PROGRAM (CONT) DAV IS AN ORGANIZATION OF VETERANS SERVING VETERANS. SOMETIMES, THE SHARED EXPERIENCES ARE ALL IT TAKES TO REMIND VETERANS THEY ARE NOT ALONE AND THAT THERE IS A NEXT CHAPTER IN THEIR LIFE. DAV FULLY UNDERSTANDS THAT RECOVERY FROM SERIOUS INJURY OR ILLNESS CANNOT BE COMPLETE UNTIL A VETERAN CAN FIND MEANING IN LIFE AND REGAIN A SENSE OF PURPOSE. FOR THOSE WHO ARE ABLE, WORKING TO CARE AND PROVIDE FOR THEMSELVES AND THEIR FAMILIES IS A KEY PART OF THAT JOURNEY. EACH YEAR, THOUSANDS OF MEN AND WOMEN MAKE THE TRANSITION FROM MILITARY TO CIVILIAN LIFE. DAV REMAINS COMMITTED TO PROVIDING VALUABLE RESOURCES TO ALL THOSE WHO HAVE SERVED, HELPING ENSURE THAT THESE VETERANS GAIN ACCESS TO THE TOOLS AND OPPORTUNITIES THEY NEED TO COMPETITIVELY ENTER THE JOB MARKET AND SECURE MEANINGFUL EMPLOYMENT. PARTNERING TO HELP VETERANS - WHETHER IT'S UNEMPLOYMENT OR UNDEREMPLOYMENT, DAV REALIZES THE CHALLENGES THAT MANY VETERANS FACE IN PURSUING REWARDING CAREERS. ESTABLISHED IN 2014, THE DAV NATIONAL EMPLOYMENT PROGRAM HAS FIRMLY POSITIONED ITSELF AS THE LEADER AMONG NONPROFITS PROVIDING ASSISTANCE TO TRANSITIONING MILITARY MEMBERS, VETERANS AND THEIR SPOUSES SEEKING NEW OR BETTER JOBS. A PRIMARY COMPONENT OF THIS MISSION IS OUR STRATEGIC PARTNERSHIP WITH RECRUITMILITARY, A FULL-SERVICE, MILITARY-TO-CIVILIAN RECRUITING FIRM WHO HOSTS NATIONWIDE IN-PERSON AND VIRTUAL CAREER FAIRS THAT ARE ACCESSIBLE TO ALL WHO SERVED AND THEIR SPOUSES. ADDITIONALLY, DAV USES A MULTITUDE OF ONLINE AND TRADITIONAL RESOURCES TO CONNECT EMPLOYERS, FRANCHISERS AND EDUCATIONAL INSTITUTIONS WITH ACTIVE-DUTY SERVICE MEMBERS, GUARD AND RESERVE PERSONNEL, VETERANS AND SPOUSES. IN JUST OVER SIX YEARS, DAV HAS UNQUESTIONABLY MADE A SIGNIFICANT IMPACT TO REDUCE THE NUMBER OF UNEMPLOYED AND UNDEREMPLOYED VETERANS. IN 2021, DAV'S STEADFAST EFFORTS WILL CONTINUE THROUGH OUR PARTNERSHIP TO PRESENT IN-PERSON AND VIRTUAL CAREER FAIRS NATIONWIDE THAT ENSURE VETERANS HAVE ACCESS TO THESE LIFE-CHANGING EMPLOYMENT OPPORTUNITIES. AS A NATION, WE ENDURED UNPRECEDENTED TIMES OVER THE PAST YEAR, BUT SERVICE-DISABLED VETERANS ESPECIALLY WERE AFFECTED BY THE COVID-19 PANDEMIC, CAUSING A DRAMATIC SPIKE IN UNEMPLOYMENT THAT CONTINUES TO BE A MAJOR CHALLENGE FOR SO MANY. IN IMMEDIATE RESPONSE TO THE PANDEMIC CHANGING THE LANDSCAPE ON A DAILY BASIS, WE ARE PLEASED TO NOTE THAT IN MID-MARCH, WE WERE ABLE TO QUICKLY PIVOT OUR IN-PERSON JOB FAIRS TO A FULL SCHEDULE OF VIRTUAL JOB FAIRS. IN DOING SO, THIS CREATED POSITIVE CONTINUITY AND A VIABLE PATH FORWARD FOR JOB-SEEKING VETERANS TO ENGAGE WITH MANY PARTICIPATING COMPANIES ON THE ROAD TO SECURING MEANINGFUL EMPLOYMENT. RESOURCES FOR JOB SEEKERS, EMPLOYERS - LAST YEAR, DAV WORKED DIRECTLY WITH MORE THAN 300 COMPANIES SEEKING THE MANY TALENTS AND SKILLS VETERANS POSSESS. OUR PROGRAM PROVIDES NUMEROUS RESOURCES THAT VETERANS CAN ACCESS WITHIN OUR EMPLOYMENT RESOURCES WEBPAGE (JOBS.DAV.ORG), INCLUDING A JOB SEARCH BOARD THAT BOASTS MORE THAN 200</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS	<p>60,000 CURRENT EMPLOYMENT OPPORTUNITIES AROUND THE WORLD AND DIRECT LINKS TO COMPANY WEBSITE JOB BOARDS. WE ARE VERY HAPPY TO REPORT THAT OUR CONSTANTLY EVOLVING EMPLOYMENT WEBSITE CONTINUES TO GROW A MULTITUDE OF EMPLOYMENT, ENTREPRENEURIAL AND EDUCATIONAL CONTENT AND RESOURCES AVAILABLE TO THE THOUSANDS WHO ACCESS IT MONTHLY. THROUGH EFFORTS STARTED IN 2017, WE HAVE EXPANDED OUR ASSISTANCE THROUGH THE CREATION OF THE VETERAN ADVANTAGE: DAV GUIDE TO HIRING & RETAINING VETERANS WITH DISABILITIES. THROUGH INTERACTION WITH HUNDREDS OF COMPANIES, RECURRING QUESTIONS ABOUT BEST PRACTICES AND STRATEGIES WHEN HIRING VETERANS WITH DISABILITIES HAVE BECOME MORE AND MORE COMMON. DAV INITIALLY RELEASED THE GUIDE IN 2018, BUT DUE TO SOME UPDATES AND THE GUIDE'S IMPORTANCE, IT WAS RE-RELEASED IN OCTOBER 2019 AND HAD NEARLY 60,000 VIEWS OF THE FREE DIGITAL VERSION IN THE FIRST TWO MONTHS ALONE. WITH OUR HIRING GUIDE AND DIRECT ENGAGEMENT, DAV CONTINUES TO PROVIDE COMPANIES, HIRING MANAGERS OR OTHER HUMAN RESOURCES PROFESSIONALS A SOLUTION-ORIENTED PRACTICAL AND STRATEGIC APPROACH TO HIRING AND RETAINING VETERANS WITH DISABILITIES. IN ADDITION TO HELPING VETERANS AND THEIR SPOUSES SECURE MEANINGFUL EMPLOYMENT, DAV CONTINUED ADVANCING OUR EFFORT TO PROVIDE SUPPORT AND ASSISTANCE TO SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESSES THROUGH OUR CONTINUED INVOLVEMENT WITH PROGRAMS LIKE THE INSTITUTE OF VETERANS & MILITARY FAMILIES OR PATRIOT BOOTCAMP (PBC). IN FACT, IN OCTOBER 2020, DAV PARTNERED WITH PBC TO CO-HOST A VIRTUAL VETERAN AND MILITARY SPOUSE ENTREPRENEURSHIP EVENT WITH NEARLY 50 PARTICIPANTS ALONG WITH A FULL CADRE OF MENTORS AND BUSINESS LEADERS PROVIDING FIRST-RATE SUPPORT AND ASSISTANCE TO THESE UP-AND-COMING SMALL BUSINESSES. LASTLY, DAV CONTINUED ITS ONGOING PARTNERSHIP WITH "HIRING AMERICA," THE FOREMOST VOICE IN TELEVISED PROGRAMS DEDICATED SOLELY TO HELPING VETERANS SECURE MEANINGFUL EMPLOYMENT. EACH EPISODE FEATURES COMPANIES WITH OUTSTANDING VETERAN-HIRING INITIATIVES; SHARES INSIGHTS FROM BUSINESS LEADERS, CAREER COUNSELORS AND HUMAN RESOURCES SPECIALISTS; AND PROVIDES VALUABLE INFORMATION TO HELP EASE THE TRANSITION FOR VETERANS ENTERING THE CIVILIAN WORKFORCE. WITH THE PROGRAM'S PROJECTED REACH OF NEARLY 3 MILLION VIEWERS, WE ARE VERY EXCITED ABOUT ITS ADDITION TO THE GROWING NUMBER OF TOOLS AND RESOURCES DAV PROVIDES TO ACTIVE-DUTY SERVICE MEMBERS, GUARD AND RESERVE PERSONNEL, VETERANS AND SPOUSES WHO ARE SEEKING EMPLOYMENT, AS WELL AS THE COMPANIES THAT WANT TO HIRE THEM. EXPENSES \$1,121,220 INCLUDING GRANTS OF \$0. REVENUE \$0.</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES	<p>COMMUNICATIONS PROGRAM: DAV's National Communications Department runs internal and external communications programs-including, but not limited to, publications, media relations, digital material and numerous outreach efforts-to tell DAV's story and support its key objectives. A bimonthly magazine informs our members on critical issues and policies impacting the federal benefits and services veterans have earned through their service. It also brings attention to DAV's state-level departments and our local chapters by highlighting their many successful service programs and, therefore, inspiring strong and effective strategies in communities from coast to coast. By producing public service announcements, news releases, brochures, speeches, op-eds, print messages, educational videos and other content, DAV is able to spread information about our organization and the complete scope of free services that help create more victories for veterans. Furthermore, DAV has continued to grow its social media presence through Facebook, Twitter, LinkedIn and Instagram. On Facebook, DAV provides daily information to more than 1.4 million followers, and in 2020, DAV's posts received more than 136,000 impressions each day. On Twitter, DAV has more than 100,000 followers and DAV's content on Twitter achieved a 16% increase in click-through rate versus 2019. Also, DAV tweets were seen by more than 5.6 million individuals, an increase of 20% over the year prior. Engagement on Twitter was also up by 41% compared to 2019. DAV's Instagram profile surpassed the 53,000-follower threshold, representing a 23% increase from 2019. DAV's Instagram posts reached over 7 million users in 2020. With a continued strategic emphasis on the growth of DAV's LinkedIn presence, our following grew to over 96,000 users, which highlights an astounding 75% increase from 2019. DAV content surpassed 3 million impressions on LinkedIn, marking an 82% increase over 2019. To ensure America's fallen veterans and service members were not forgotten on Memorial Day in the wake of COVID-19, the DAV Honor Wall Mosaic was launched digitally to bring together the military and veteran communities. Users were invited to honor a service member who died as a result of their service to the nation by adding a photo and message of remembrance to the interactive mosaic. The program saw over 19,000 sessions on its site and over 1,200 submissions. It was promoted through social and earned media efforts, generating over 5 million impressions. Our website, dav.org, is another very valuable informational and educational tool for veterans and the general public. The site continues to develop ways to connect veterans to DAV's free services; spread awareness of legislative issues; and educate and inform our members, veterans and the public. It also allows veterans and citizens to make their voices heard on important public-policy issues through an email feedback feature. In 2020, the organization's official website was visi</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
<p>FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES</p>	<p>ted more than 3.3 million times and received nearly 6.5 million page views. DAV is always looking for new and exciting partnerships to help us reach more veterans and their families. In 2020, DAV maintained a consistent presence online through digital placements and editorial content across top-tier publishers such as YouTube, USA Today, Hearst, Military.com and Military Times. An ABC partnership continued for its fifth consecutive year and included significant exposure for DAV through an integrated TV, radio, online and social media program. The relationship with ESPN and the Ultimate Fighting Championship continued for the second year, including custom video content, special DAV shoutouts and recognition during two broadcast pay-per-view events and social media promotion around DAV's centennial and Veterans Day. All in all, the digital and national media campaigns generated over 692 million impressions and 15 million video views. DAV's centennial was a momentous occasion that was marked in part with an hour long documentary, "The Battle Never Ends." The film is narrated by Marine Corps legend Dale Dye and highlights the origins of DAV and its accomplishments throughout the past century. Through a partnership with the HISTORY Channel, the documentary premiered around the Veterans Day time frame and included additional airings across the Military HISTORY Channel. The partnership included broadcast and online promotion, social and earned media support, as well as a continued on-demand placement through April 2021. The full-length documentary can also be found on DAV's official website at dav.org/learn-more/media. The partnership has resulted in over 10 million impressions and nearly 130,000 video views. With such an immense collection of programs and services, DAV is able to provide detailed research and resources to best explain issues with facts, applicable examples and important context. As a result, our educational public service and outreach programs continue to promote awareness of veterans' issues and honor veterans' service to our nation. Expenses \$9,430,025 including grants of \$7,600. Revenue \$0. MEMBERSHIP PROGRAM : The lifeblood of DAV is its membership. When veterans join DAV, they enlist in a fight to ensure our nation keeps its promises to those who've served. The unwavering devotion that members dedicate to our mission has made DAV the premier veteran's service organization, and our commitment has spanned nearly a century. DAV is the leading voice for our nation's injured and ill veterans, regardless of service era. This commitment is expressed in our mission statement and makes DAV unique among other organizations. DAV was founded in the immediate aftermath of World War I, as no group then existed to provide and advocate for veterans forever changed by military service. Our legacy has evolved to meet the changing needs of members, families and caregivers amid the historical journey of our nation. Our military and American society co</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
<p>FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES</p>	<p>continues to change, and DAV embraces those changes to ensure veterans of all service eras and genders are able to have their chance at the American dream. Today, social networking and other changes to the ways Americans communicate allow DAV members to play a larger role than ever as spokespeople advocating for the unique needs of the veteran community. We continue to respond to the needs of the current generation of veterans and are also steadfast in our resolution to ensure equitable support for another vital part of our community—veteran caregivers. These unsung heroes provide unfaltering dedication to disabled veterans, often assuming a life of heavy responsibility and sacrifice to care for their loved ones affected by devastating illness or injury. DAV has over 4,500 dedicated to recruiting veterans so that we can maintain our strong voice and credibility with lawmakers now and well into the future. With 52 state-level departments and more than 1,200 chapters nationwide, we closed the 2019-2020 membership year with more than 1 million veterans in DAV, ensuring a strong, unified and living embodiment of DAV's mission of service to veterans, their families and survivors. Expenses \$5,244,617 including grants of \$0. Revenue \$0.</p> <p>LEGISLATIVE PROGRAM: From its inception, DAV has been a leader in the development and strengthening of federal programs, benefits, health care and transition services for the men and women who served, their families and survivors. Our advocacy efforts are guided by DAV members through the adoption of legislative and policy resolutions at our national convention. With the strength of more than 1 million members, DAV is able to routinely influence and improve federal laws approved by Congress and federal regulations and policies of the Department of Veterans Affairs and other federal agencies affecting ill and injured veterans. In 2020, DAV again played a major role in the development, approval and implementation of federal legislation to strengthen programs that support ill and injured veterans, making significant progress toward achieving each of our five Critical Policy Goals for the year. Although our legislative program accounted for less than 1% of the organization's total expenditures, we were able to leverage those resources—thanks to the active support of DAV's nationwide network of grassroots members and supporters—to advance our priorities and achieve more victories for veterans. At the 2020 DAV Mid-Winter Conference in Washington, D.C., nearly 500 of DAV's leading advocates assembled to kick off our grassroots campaign to advance our legislative priorities for the year: full and timely benefits for veterans exposed to toxic substances, enhanced benefits for survivors of disabled veterans, full and faithful implementation of the VA MISSION Act, strengthened veterans mental health care and suicide prevention programs, and enactment of legislation to address gaps and inequities for women veterans. Expenses \$1,987,88</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
<p>FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES (CONT)</p>	<p>PUBLIC AWARENESS OUTREACH: When our heroes return home from military service, many struggle to regain a sense of normalcy. They must start the long and often difficult process of healing and rehabilitation so that they can begin to rebuild the lives they once knew. They must find jobs and often housing, as well as relearn how to relate to their families after having been away for long periods of time. Accessing basic health services can be daunting. That's why DAV is here to help them every step of the way. Too many of our wounded, ill and injured veterans haven't accessed the benefits and services they've earned. Most simply aren't aware of their rights and benefits or the free help our National Service Program can provide with filing for benefits from the Department of Veterans Affairs and other government agencies. Neither are they aware of the wide range of other programs we offer to wounded, ill and injured veterans and their families. This program supplements the outreach efforts already built into our other program services. It offers the American public an even greater opportunity to become personally involved in identifying and assisting the men and women who have served our nation. In 2020, \$23.9 million was spent on this large-scale outreach effort-an investment that's making a real difference in the lives of veterans and their families. Expenses \$23,856,630 including grants of \$0. Revenue \$40,259. Public Service Announcement Program: In 2020, DAV's mission of service to all veterans was front and center in our national and local placements, thanks to our public service announcement campaign. Television, print, radio and out-of-home messages helped raise awareness of the programs and free services we provide to veterans and their families. These timely and inspiring messages also raised public awareness of DAV and the service, sacrifices and needs of those we serve. In the increasingly busy and competitive ad spaces of network radio, television and other media, DAV stood tall during a time when it was critical for veterans to know about resources available to them. In 2020, our program generated \$70 million in estimated donated media value. This program relies on donated media from television, radio, print, outdoor and transit outlets. The widespread media exposure resulted in more than 9.7 billion impressions, representing 12% growth over 2019. This was made possible through extensive outreach, relationship building and cultivation with top media outlets, and it includes support from national television networks ABC and CBS as well as national and regional print placements in The Wall Street Journal, USA Today, AARP and First for Women. The Victories for Veterans campaign, first released in 2016, is now in its third iteration to continue inspiring veterans to overcome challenges and achieve personal victories while emphasizing the life-changing services DAV provides to veterans and their families at no cost. As the gap between our mil</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
<p>FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES (CONT)</p>	<p>itary and civilian populations continues to widen, these messages help to serve as testame nts to an American public too often unaware of the sacrifices of men and women in uniform To view or download DAV's public service messages, visit davpsa.org. Expenses \$926,751 inc luding grants of \$0. Revenue \$0. RELIEF ASSISTANCE AND PROGRAM GRANTS: VETERANS DISABLED I N WARTIME SERVICE ARE PARTICULARLY VULNERABLE WHEN A CATASTROPHE STRIKES. DAV OPERATES AN EFFECTIVE PROGRAM THAT DELIVERS DIRECT GRANTS TO HELP VETERANS AND THEIR FAMILIES IN TIMES OF NEED, AS WELL AS RESOURCES TO FUND STATE-LEVEL SERVICES. OUR DISASTER RELIEF PROGRAM P ROVIDES GRANTS IN THE AFTERMATH OF NATURAL DISASTERS AND EMERGENCIES IN VARIOUS AREAS AROU ND THE NATION TO HELP VETERANS AND THEIR FAMILIES SECURE TEMPORARY LODGING, FOOD AND OTHER NECESSITIES. DURING 2020, DAV PROVIDED \$901,000 TO MORE THAN 1,200 VETERANS AFFECTED BY N ATURAL DISASTERS, INCLUDING HURRICANES, TORNADOS, FLOODS AND FIRES IN ALABAMA, ARKANSAS, C ALIFORNIA, FLORIDA, LOUISIANA, MICHIGAN, MINNESOTA, MISSISSIPPI, NORTH CAROLINA, OHIO, OKL AHOMA, OREGON, PUERTO RICO, TENNESSEE, TEXAS AND VIRGINIA. AS THE COMMERCE OF OUR NATION G RINDED TO A HALT AMID THE CORONAVIRUS PANDEMIC, MANY DISABLED VETERANS WERE FINDING THEMSE LVES SUDDENLY UNEMPLOYED AND UNABLE TO PROVIDE FOR THEMSELVES AND THEIR FAMILIES. FOR OUR NATION'S 4.7 MILLION DISABLED VETERANS, THE CORONAVIRUS CREATED A UNIQUE SET OF CHALLENGES -NOT ONLY DID SERVICE-CONNECTED ILLNESSES PLACE THESE INDIVIDUALS IN A HIGHER RISK CATEGOR Y, BUT MANY ALSO FACED A DIRE FINANCIAL SITUATION DUE TO LOST INCOME. WHILE THE DISASTER R ELIEF PROGRAM NORMALLY OPERATES IN REACTION TO NATURAL DISASTERS, COVID-19 DEMANDED A PROA CTIVE EXPANSION ONCE THE SCALE OF ITS EFFECTS WAS RECOGNIZED. THOUSANDS OF DISABLED VETERA NS WERE IN NEED, AND DAV STEPPED IN TO HELP BY ESTABLISHING THE COVID-19 UNEMPLOYMENT RELI EF FUND IN APRIL 2020. THE RELIEF FUND PROVIDED A ONE-TIME FINANCIAL AID PAYMENT TO SERVIC E-CONNECTED DISABLED VETERANS WHO LOST EMPLOYMENT OR INCOME IN THE WAKE OF THE VIRUS'S OUT BREAK. IN 2020, ALMOST \$2 MILLION IN COVID-19 UNEMPLOYMENT RELIEF WAS DISTRIBUTED NATIONWI DE TO NEARLY 8,000 VETERANS IN NEED. SINCE THE DISASTER RELIEF PROGRAM'S INCEPTION IN 1968 , NEARLY \$16 MILLION HAS BEEN DISBURSED AS A RESULT OF OUR RELIEF EFFORTS. EXPENSES \$7,075 ,017 INCLUDING GRANTS OF \$7,069,229. REVENUE \$0.</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	MEMBERS OR STOCKHOLDERS DAV IS A NOT-FOR-PROFIT ORGANIZATION WITH MEMBERS THAT HAVE THE RIGHT TO PARTICIPATE IN THE ORGANIZATION'S GOVERNANCE. THEY, OR THEIR DELEGATES, ELECT FOUR MEMBERS OF DAV'S BOARD OF DIRECTORS.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7A	ORGANIZATION MEMBERS PLEASE SEE FORM 990, PART VI, SECTION A, LINE 6.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	PROCESS OF THE REVIEW OF FORM 990 FOLLOWING COMPLETION OF FORM 990 BY DAV'S TAX PREPARER, IT IS REVIEWED BY DAV'S ACCOUNTING DEPARTMENT STAFF AND EXECUTIVE DIRECTOR. ONCE RESULTING REVISIONS ARE MADE, THE FORM IS MAILED TO THE BOARD OF DIRECTORS FOR THEIR REVIEW AND QUESTIONS. IT IS SUBSEQUENTLY FILED WITH THE IRS.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	ORGANIZATION'S PRACTICE FOR MONITORING COMPLIANCE ALL MEMBERS OF THE BOARD OF DIRECTORS RECEIVE A COPY OF THE CONFLICT OF INTEREST POLICY IMMEDIATELY UPON ASSUMING OFFICE, OR AT A MINIMUM, ANNUALLY. THE SAME PROCESS APPLIES TO KEY EMPLOYEES AND DEPARTMENT DIRECTORS. RECIPIENTS ACKNOWLEDGE THEY HAVE READ THE POLICY, IDENTIFY ANY AREAS OF CONFLICT AND RETURN THE SIGNED DISCLOSURE FORM TO THE DAV EXECUTIVE DIRECTOR. RESPONSES ARE REVIEWED AND IDENTIFIED. CONFLICTS ARE REFERRED TO THE BOARD OF DIRECTORS FOR DISCUSSION AND APPROVAL AS APPROPRIATE.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	COMPENSATION REVIEW PROCESS EVERY FOUR OR FIVE YEARS DAV HIRES AN INDEPENDENT CONSULTING FIRM TO REVIEW COMPENSATION OF DAV NATIONAL ADJUTANT AND CEO, EXECUTIVE DIRECTORS, KEY EMPLOYEES, AND OTHER TOP MANAGEMENT OFFICIALS. IN 2018, THE CONSULTING FIRM WAS BUCK CONSULTING. THIS INVOLVES REVIEW OF POSITION RESPONSIBILITIES, ACCUMULATION OF COMPARABLE DATA FROM OTHER ORGANIZATIONS AND DETERMINATION OF APPROPRIATE COMPENSATION RANGES FOR EACH. THE RANGES ARE REVIEWED AND APPROVED BY INDEPENDENT MEMEMBERS OF THE BOARD OF DIRECTORS (BOARD). ANY SUBSEQUENT CHANGES IN COMPENSATION, TYPICALLY ANNUAL AND WITHIN THE ESTABLISHED RANGES, ARE ALSO APPROVED BY THE BOARD. NON-EMPLOYEE MEMBERS OF DAV'S BOARD RECEIVE AN IRS APPROVED DAILY PER DIEM WHEN ATTENDING MEETINGS OR REPRESENTING DAV AT VARIOUS RELATED EVENTS. THIS IS PRIMARILY TO COVER MEALS AND LODGING.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	DOCUMENTS GOVERNING DOCUMENTS AND THE CONFLICT OF INTEREST POLICY ARE AVAILABLE UPON REQUEST. THE DAV ANNUAL REPORT AND MOST RECENT FORM 990 ARE AVAILABLE ON DAV'S WEBSITE (WWW.DAV.ORG) AND ALSO UPON REQUEST OR PUBLIC INSPECTION AT DAV NATIONAL HEADQUARTERS. FORM 1024 IS AVAILABLE UPON REQUEST.